

2015-16 Annual Report

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

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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 Cox, Karen Daigler, Nancy Gibson, Amy Jaffe, Karina Lemay, Karen Ouellette and Christina Patrick.

Preparing Students

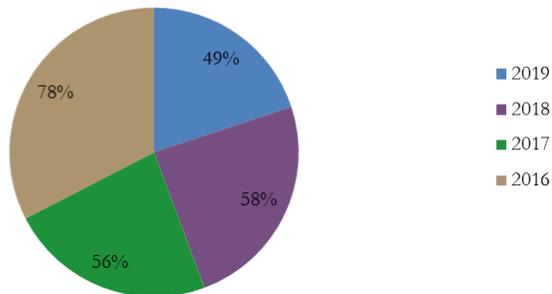
Counseling and Programs



“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



**FY16 Individual BCDC Interactions
by Class Year**
(Appointments, Walk ins, Workshops, Info Sessions)



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 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.



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

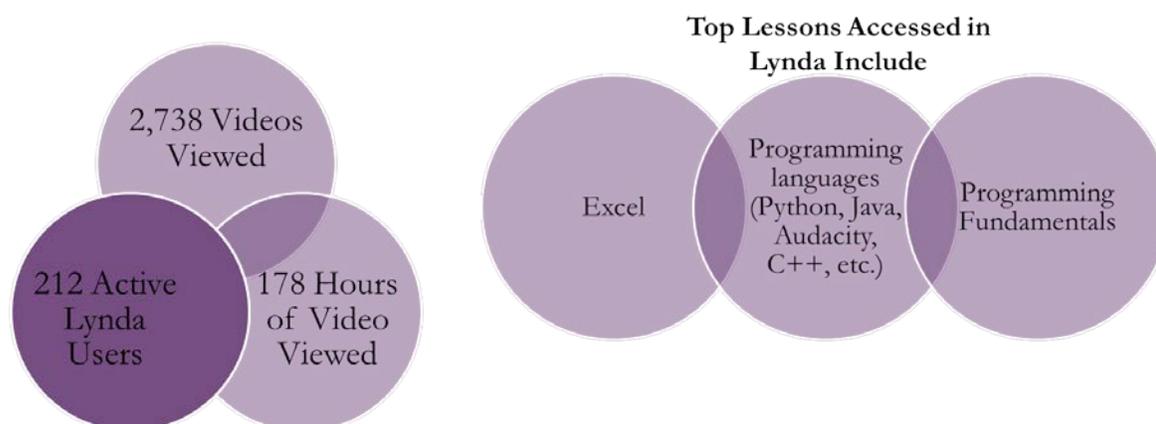
BCDC worked in collaboration with a wide variety of academic departments and offices to present on relevant career topics (assessments, skills, internships, networking, and values). Classes included (often with multiple visits) Neuroscience Capstone; Stealth Infections; Psycho Endocrinology; Life Architecture; 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.



Other Subscription Resources

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

- 
 (LACN) is a consortium 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.
- 
 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.
- 
 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.”
- 
 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)



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

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.

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.



“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

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.

Purposeful Work Employers

Partial List:

Analysis Group
L/A Arts
Yale Chile Study Center
Nezinscot Farm
Advanced Therapeutic Solutions
The Brookings Institution

One Voice Scholars Program
Global Rights for Women
Lewiston Public Schools
Moon Pie Press
Denmark Arts Center
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

“The more time I spend here in Hong Kong, the more I believe it may be a place that I settle personally and professionally in the future.”
– Nicholas Bardin '17, history major

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.

Other Internship Employers

Partial List:

Arnold Worldwide	NBC Universal
athenahealth *	Overland *
Barclays *	Peace Corps
Boston Children's Hospital *	RateGravity *
Center for Urban Ecology	Solomon R. Guggenheim Museum *
Charles Dickens Museum	Stonington Opera House
Freedom Energy Logistics *	U.S. Congress
Hill Holliday *	UBS
Impact Engine	Wellspring Advisors
Maine Audubon *	White House *
Maine Department of Corrections *	Williamstown Theatre Company *
McLagan *	Zeeruk International

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 Harvard 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.

Employer On Campus Events



2015-2016 On Campus Interviews



*Total number of students includes 81 individually scheduled interviews students held by request in a private space at the BCDC.

Employers on Campus

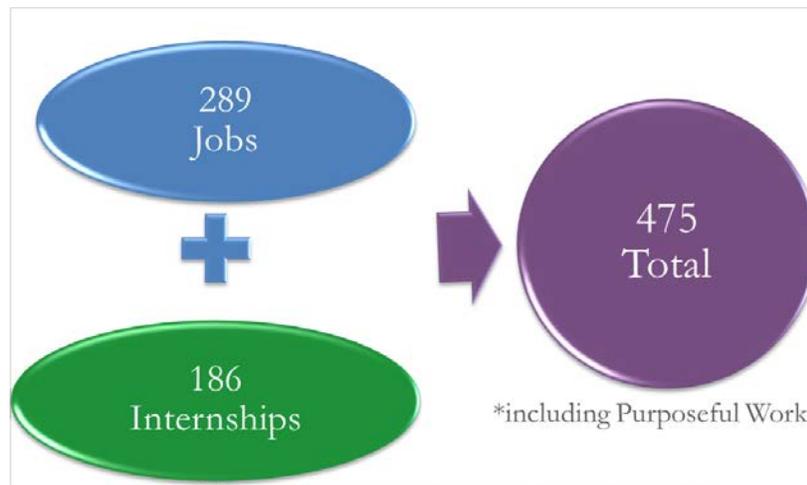
Partial List: *Interviewed
+Hired or Offered

Analysis Group *+	Barclays *+
Cartesian *+	Peace Corps *+
Saha Global +	Prudential *
Wayfair *+	L.L. Bean +
Carney, Sandoe & Associates *+	J-Pal *+
Kantar Retail *+	Overland *+
Cornerstone Research *+	VM Turbo *+
Apogee *+	Pine Cobble School *+
Freedom Energy Logistics *+	CIEE +

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*



Postings and Applications

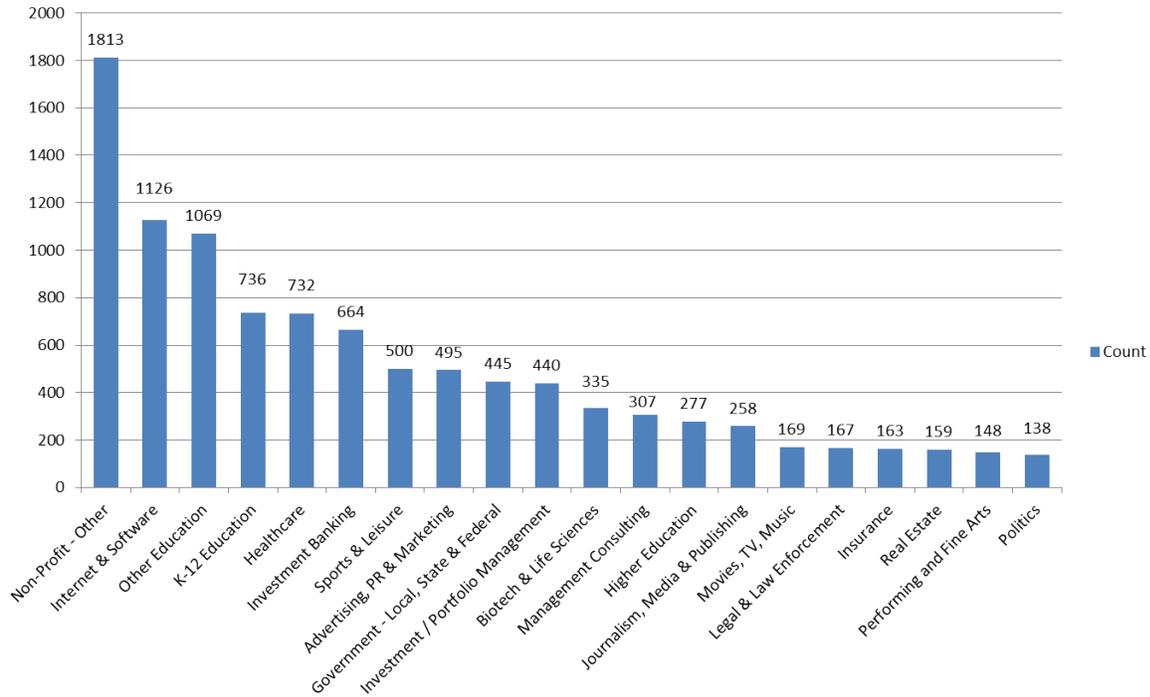
	<i>Postings</i>		<i>% Change</i>	<i>Applications</i>	
	2016*	2015	2016	2016	2015
<i>Jobs</i>	4,926	1,624	203%	1,403	2,084
<i>Internships</i>	1,774	733	142%	1,905	1,480
<i>Other⁺</i>	561	500	12%	508	277
TOTAL	7,261	2,857	154%	3,816	3,841

*Does not include on campus student employment, new in 2016: **450 postings; 1,221 applications.**

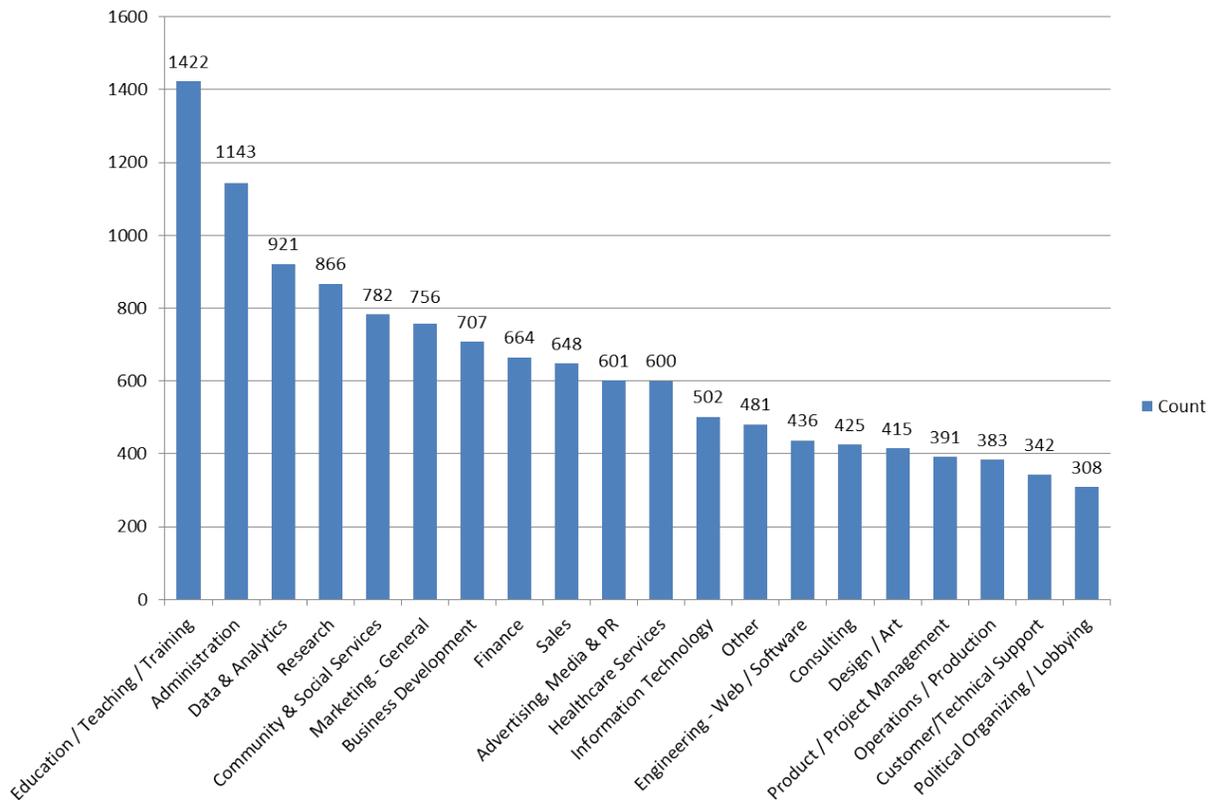
⁺Includes experiential learning (303); fellowship (165); volunteer (78); grad school (8); cooperative education (7).

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.

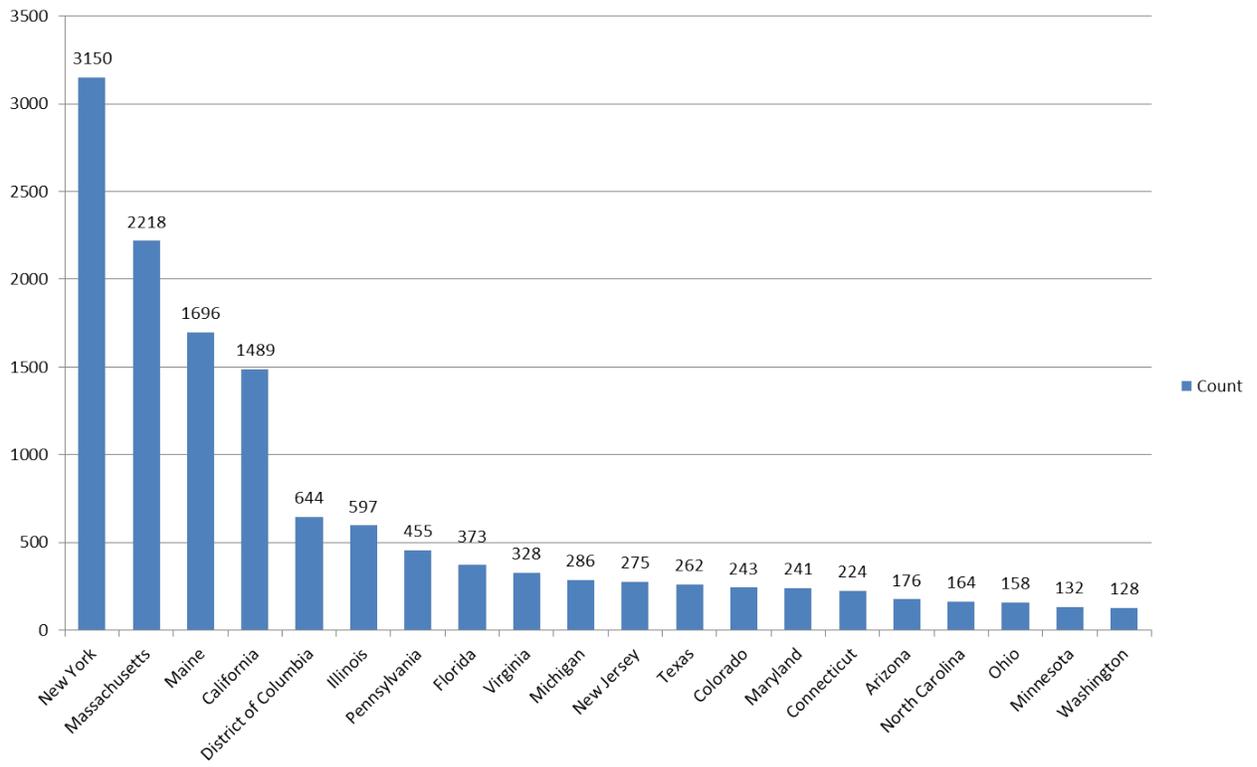
Opportunities in Handshake by Employer Industry



Opportunities in Handshake by Job Function



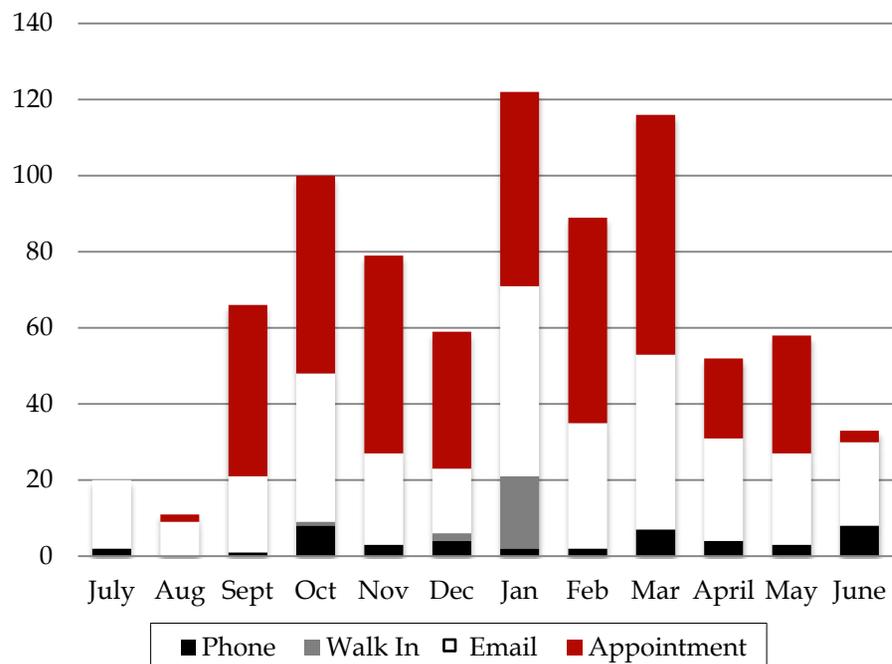
Opportunities in Handshake by State



Bates Medical Studies Committee and Pre-Health Program

2015 - 2016

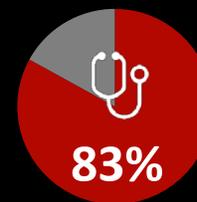
Pre-Health Advising Sessions



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.

90%

of the applicants who worked with the Medical Studies Committee in 2014 matriculated Fall 2015.



accepted to medical school



accepted to dental school



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.

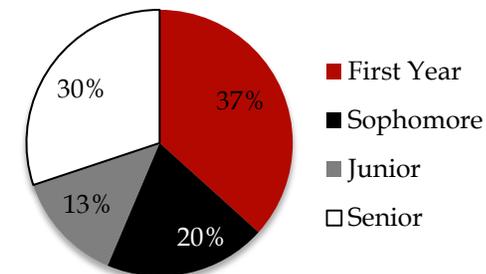


Healthwork ListServ

288 emails sent regarding jobs, internships, programs, articles, and events on campus and off.

14 Workshops/Events

281 Students Attended



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

Bates Medical Studies Committee and Pre-Health Program

2015 – 2016



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

PRE-LAW ADVISING REPORT 2015-16

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 Year¹

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 2014-15² applicants matriculated in Fall 2015:

Boston College Law School University of California – Hastings College of Law The University of Chicago Law School University of Colorado Law School Columbia University Law School Cornell Law School University of Denver Sturm College of Law Duke University School of Law	University of Maine School of Law New England Law School – Boston Pace University School of Law Rutgers-The State University of New Jersey University of San Francisco Suffolk University Law School Washington & Lee University William and Mary Law School
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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.

² The Law School Admission Council released in spring 2016. Admission data for the 2015-16 admission cycle will not be available until spring 2017.

CAREER DISCOVERY IN PRACTICE

2015 - 2016

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.

Touring the facilities at the National Center for Advancing Translational Sciences (NIH) in Bethesda, MD.



Sponsor: Keith Lamirande '89
Student: Reed Mszar '18

Assisting the attending cardiologist in surgery at Midcoast Hospital in Brunswick, ME.



Sponsor: Ben Lowenstein '92
Student: Carolyn MacDonald '16

While touring the US Capital with Biomass Power Association they stopped for a photo on House Speaker Ryan's balcony.



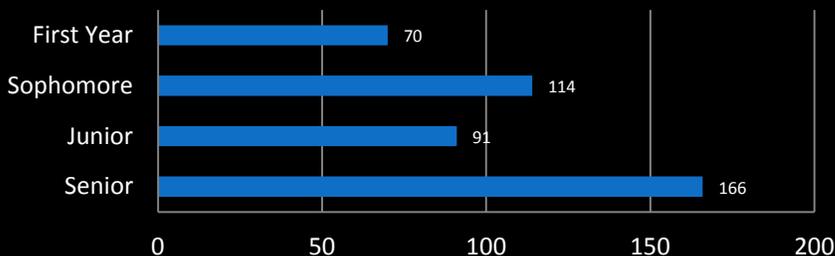
Sponsor: Carrie Annad and Nick Mazuroski '09
Student: Korbin Houston '18

A full day at the law firm shadowing three Bates Alumni at Murphy Hesse Toomey & Lehane, LLP in Quincy, MA.



Sponsors: Mike Maccaro '96, Sarah Catignani '07, Alisia St. Florian '90
Student: Emma Goff '18

Applications by Class Year



Student Analytics

441 Student Applications

270 Student Matches Made

197 Unique Students Matched

(18% URM, 13% First Gen, 11% International)

223 Job Shadow Experiences

Sponsor Analytics

277 Sponsors

448 Opportunities

29 States Represented

78 Local Opportunities

Total Sponsors by Year



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.

Class of 2015 Postgraduation Outcomes

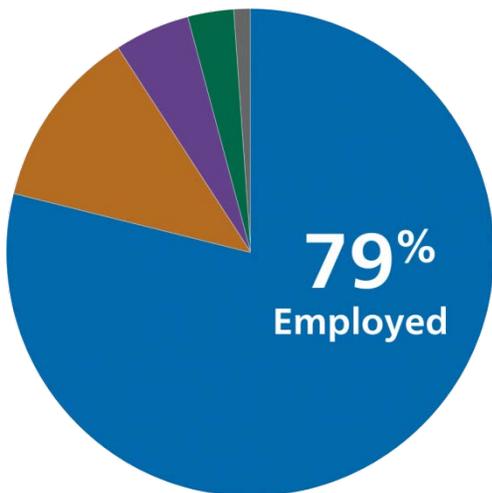


At Bates, enabling students to lead lives of meaningful work is at the heart of our liberal arts mission.

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

liberal arts career network



Maximizing knowledge, technology and resources.

Member Schools

- Amherst College
- Bates College**
- Bowdoin College
- Brandeis University
- Bryn Mawr College
- Carleton College
- Clark University
- Colby College
- Colgate University
- College of the Holy Cross
- The College of Wooster
- Colorado College
- Dartmouth College
- Davidson College
- Denison University
- Dickinson College
- Grinnell College
- Hamilton College
- Hartwick College
- Haverford College
- Hobart and William Smith Colleges
- Hope College
- Lafayette College
- Macalester College
- Middlebury College
- Mount Holyoke College
- Oberlin College
- Pomona College
- Sewanee: The University of the South
- Skidmore College
- St. Lawrence University
- St. Olaf College
- Trinity College
- Tufts University
- Union College
- University of Puget Sound
- Vassar College
- Washington and Lee University
- Wesleyan University

LACN Database:

Total Employers: **24,302**
 Total Postings: **12,640**

NIC Database:

Total Employers: **13,301**
 Total Postings: **3,028**

Bates College

Total Postings Contributed: **270**
 Total Unique LACN Logins: **320**
 Total Unique NIC Logins: **52**
 Total LACN Job Apps: **161**

Top10 Industries



Nonprofit Organization (LACN, NIC).....	2,838
Education (LACN, NIC).....	1,289
Government/Public Admin. (LACN, NIC)..	1,221
Banking/Financial Svcs. (LACN, NIC).....	653
Health Care (LACN).....	383
Communications/Media (LACN, NIC).....	302
Arts & Entertainment (LACN, NIC).....	282
Consulting (LACN).....	258
Business Services (LACN).....	246
International Affairs & Dev. (LACN).....	195

Unique Positions by Type

LACN

Entry-Level Job.....	6,505
Experienced Job.....	5,057
Internship.....	8,207
Post Grad Internship/Fellowship .	3,231

NIC

Internship – Paid.....	1,880
Internship – Unpaid.....	1,170
Post Bac ONLY.....	36
Undergraduate Research.....	17



Top 10 U.S. Cities

LACN ★

- New York
- Boston
- Washington, D.C.
- Minneapolis/St. Paul
- Chicago
- San Francisco
- Philadelphia
- Los Angeles
- Seattle
- Denver

NIC ★

- Los Angeles
- New York
- Seattle
- Orlando
- Portland
- Tacoma
- Washington, DC
- San Francisco
- Boston
- Chicago



Top 10 Countries

LACN ★

- United States
- Canada
- China
- Gabon
- Mexico
- Australia
- Brazil
- Jordan
- Peru
- Ecuador

NIC ★

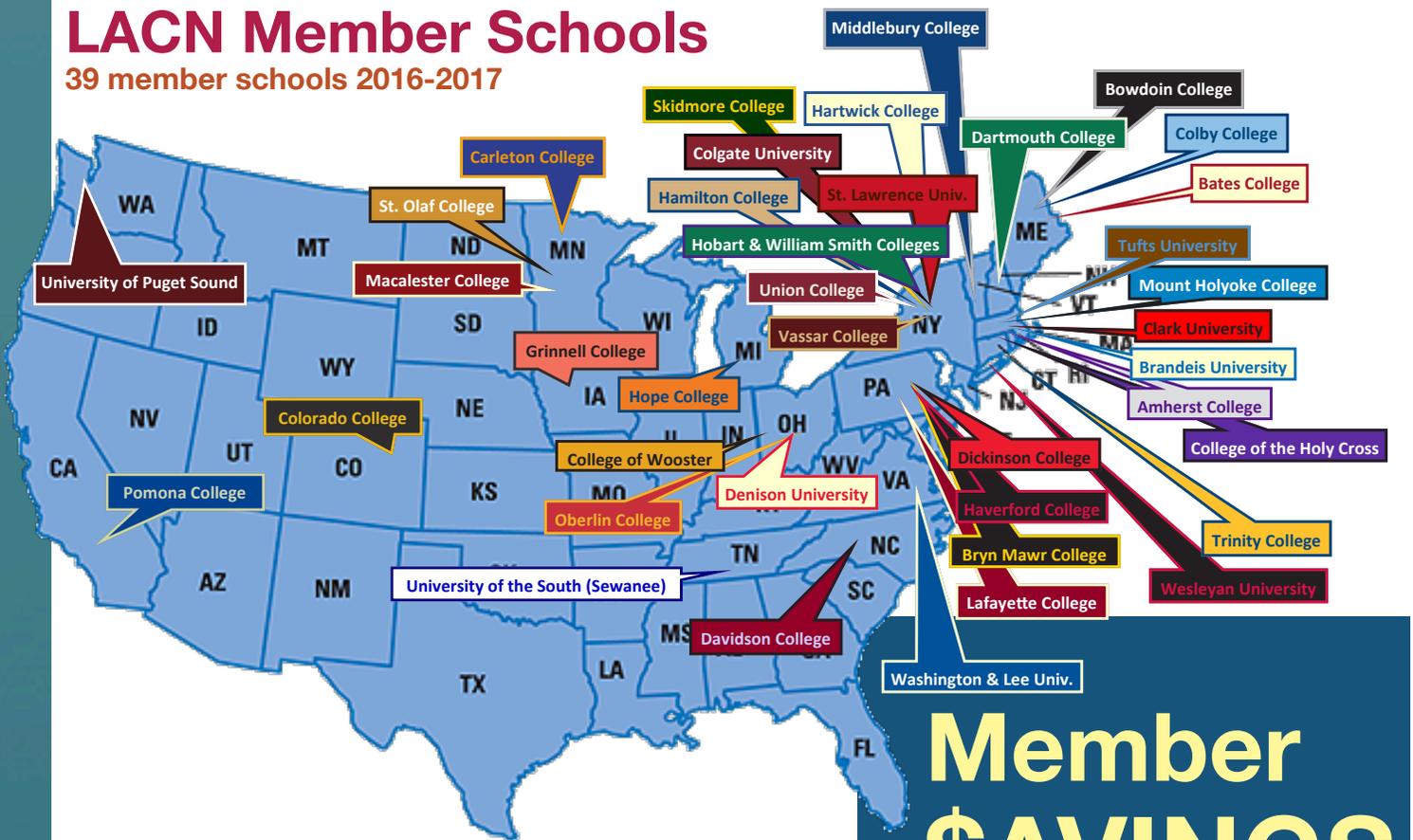
- United States
- China
- Spain
- Australia
- Chile
- England
- New Zealand
- Canada
- Netherlands
- Nicaragua

“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

LACN Member Schools

39 member schools 2016-2017



Spotlight on Careers*

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

- Advertising
- Architecture
- Consulting
- Corporate Finance
- Entrepreneurship
- Environmental Policy & Advocacy
- Event Planning
- Federal Gov't
- Film & Television
- Gap Year
- Geology
- Health Care Administration
- Health-related & Allied Health
- Higher Education
- Human Resources Management
- Human Services
- Insurance
- International Affairs
- Investment Banking
- Journalism
- Law
- Library & Information Science
- Life Sciences
- Museums
- Non-Profit

- Paralegal
- Peace & Conflict Management
- Performing Arts
- Private Wealth Management
- Psychology
- Public Health
- Public Policy
- Public Relations
- Publishing
- Sales & Marketing**
- Social Justice
- Social Science Research
- Teaching: Overseas
- Teaching: Private School
- Teaching: Public School
- Visual Arts Administration

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

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

Member \$SAVINGS

Vendor Discounts:

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



Vendor Demos 2015-2016

Windrush • CareerPath Mobile
 Vmock SMART Résumé • CareerShift

Benchmarking Data 2015-2016

- Alumni and Parent Engagement
- Internships

36/39 completed the Alumni and Parent Engagement survey.
 38/39 shared internships data.