02 year in review
summary of CCD milestones

03 letter from director
Nicole Van Den Heuvel

04 meet the staff
at the Center for Career Development

05 educate
helping students understand themselves and their goals

07 connect
equipping students with the knowledge and tools to network

09 empower
assisting students in their career readiness inside and outside the hedges

11 alumni advisory board
meet the group of alumni volunteers that advise the CCD

12 employer advisory board
meet the professionals that provide career insight

13 outcomes
where Owls are going and what they're studying
slices of pizza
What’s a workshop without food? This year, the CCD has served 4,078 slices of pizza at over 250 workshops.

4,078

top criteria employers seek from Rice students
- ability to work in a team
- interpersonal skills
- problem-solving skills
- communication skills
- confidence
- analytical/quantitative skills

69,011

newsletter opens
The CCD newsletter goes out to all Rice students every Sunday afternoon.

number of employers approved in Handshake
Handshake currently has over 14,000 employers, in a variety of industries, seeking Rice talent.

14,467

student appointments

<table>
<thead>
<tr>
<th>percent of CCD appointments</th>
<th>percent of undergrad and Grad Rice students</th>
</tr>
</thead>
<tbody>
<tr>
<td>2% architecture and music</td>
<td>7%</td>
</tr>
<tr>
<td>1% business and interdisciplinary**</td>
<td>10%</td>
</tr>
<tr>
<td>42% engineering</td>
<td>34%</td>
</tr>
<tr>
<td>10% humanities</td>
<td>9%</td>
</tr>
<tr>
<td>16% natural sciences</td>
<td>21%</td>
</tr>
<tr>
<td>29% social sciences</td>
<td>18%</td>
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</tbody>
</table>

*source: http://ok.rice.edu/factbook/students/enrollment/
**the CCD serves MAcc students
Welcome to the CCD

Welcome to the Rice University Center for Career Development’s annual report. Here at the CCD, we like to count what we do. In fact, measuring what we are doing is a core value of our team, and throughout this report, you’ll see data that reflects the impact we are having on Rice students. But numbers only tell part of the story. We know that we could not accomplish what we do for Owls without the combined efforts of Rice faculty, staff, alumni, parents, friends, and partners across campus, outside the hedges and around the world. Because our team values community so highly, we spend a morning each year at Ronald McDonald House, preparing lunch for the patients and families residing there.

In addition to team values, we bring individual values to the team as well. Not surprising for an institution of higher learning, the CCD team shares a love of learning that manifests itself in our efforts to bring innovative programs to students. You’ll learn more about our new career crawl in later pages, but crawls bring together our mission to educate, connect, and empower students in one impactful program.

We’ve also found ourselves reflecting on Rice’s values this year. Looking to continually improve our programs and services, we embarked on our second strategic planning process. Over the past three years, we have made great progress towards increasing student reach and early access, developing tailored programming and resources, creating a campus culture of career readiness, building experiential education, and creating smart operating procedures. But we have more to do to ensure that our programs and services are aligned with Rice’s Vision for the Second Decade of the Second Century.

I’ll close with one final value of my own. And it is love. For my team. For the Rice community. And for Rice students past, present, and future. We do this work because we love Rice students and want to fulfill our vision of empowering all Owls to find and make their place in the world.

Nicole Van Den Heuvel ’81
Director, Rice Center for Career Development
meet the staff

ccd value: integrity

jessica campbell
associate director, employer relations

leora gabry semble
recruiting coordinator and alumni liaison

ann mcadam griffin
assistant director, employer relations and alumni engagement

christine hebert
department coordinator

katelyn holm
marketing and events specialist

ivette mekdessi
assistant director, career development

michelle passo
experiential education, program manager

ccd value: results

elsa schieffelin
recruiting coordinator

andrew tessmer
assistant director, career development

marilyn wade
assistant director, career development

@riceccd
@riceccd
/RiceCCD/
ccd@rice.edu
Educat

Educating students about themselves, their majors, careers, and resources remains a pillar of the CCD’s mission and purpose. Through one-on-one appointments, workshops, and panels, students seek answers to important questions:

- How can I bridge my education to meaningful work?
- How do my values and personality influence my career?
- What can I do with my major?

By pointing students to an array of live and virtual resources, the CCD the able to support self-discovery and assist with professional development while creating purposeful relationships.

CCD career counselors support students across a spectrum of majors, backgrounds, and career opportunities. Additionally, a team of highly-trained student ambassadors serves as Peer Career Advisors to the student body. Equipped with career readiness and leadership skills, PCAs assist undergraduates in their residential college with elements of the career search, including professional correspondence, resumes, job and internship search strategies, and using and understanding CCD resources.

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**visual arts and sociology major ‘17**

“It meant a lot to me to have a productive meeting with someone about my future in the arts. To be able to talk with someone who will take me seriously about pursuing the arts, and on top of that, have advice to offer, was fantastic. It really made me have a much more positive opinion of the CCD and Rice as a whole.”

---

**anonymous student**

“Before, I felt completely lost and confused… After leaving the workshops, I felt much more confident about what I needed to do, and I have since made a LinkedIn account, created a resume, and applied to internships. The people who work at the CCD are always so nice, knowledgeable, and helpful. I feel lucky to have such a great career center...”
satisfaction ratings

98% would recommend their counselor to others
99% would return to the CCD if they felt the need

career clusters

Career clusters facilitate broad exploration within a targeted area. Students can search for jobs and internships by career cluster in Handshake. All career clusters are well-represented among job and internship postings.

- arts, communication, and entertainment
- computer, information technology, and mathematics
- education, nonprofit, and social enterprise
- engineering and architecture
- finance, consulting, and enterprise
- public policy, government, and law
- sciences and health

total appointments

3,634

In the 2016-17 school year, the CCD saw 3634 total appointments.

appointments by class

- freshman: 11%
- sophomore: 18%
- junior: 19%
- senior: 26%
- graduate: 20%
- alumni: 7%

top appointment types

1. resume reviews
2. internship or employment exploration
3. mock interviews
purpose-driven career crawl

The CCD took 10 socially-minded Owls to Austin to visit purpose-driven employers in the for-profit and nonprofit spheres. Over the course of two days, students toured Livestrong, Mitsoots, Special Olympics, Whole Foods, Feeding Texas, and Verb with the mission of learning more about social philanthropy and business.

At each stop, students were able to ask questions and network with Rice alumni and friends as well as experience the space and environment of the Austin organizations.

Mitscoots “makes gear with a mission: Get + Give + Employ.” For every item purchased, they give an item of equal quality to someone in need, taking pride in employing the transitioning homeless. Students enjoyed the Q&A with Co-Founder, Tim Scott (back, right).
job and internship postings

17,192
total postings
in Handshake

294
unique employers
on campus

connect

The CCD has organized and partnered on over 100 events designed to connect students and employers. Students and employers, from the biannual Career and Internship Expos, employer information sessions, employer coffee chats at Brochstein Pavilion, and on-campus interviews. This year, the CCD also hosted career crawls and many externships (job-shadowing opportunities). Running the gamut from suited-up to jeans and t-shirts, these events span almost every industry and forge professional relationships in fun and creative ways.

In addition to connecting with Rice students on campus through events and interviews, employers can reach out to the Rice community online. Job and internship postings, as well as on-campus recruiting services, are powered by Handshake, Rice’s career development platform. At the click of a button, students and alumni have access to over 17,000 job and internship opportunities from all around the world, in every career cluster. Additionally, the number of alumni offering internships to current students continues to increase.

Not only can students search and apply for positions through Handshake, but they can also view a company’s profile, RSVP to events, and consult any number of handy resources, free of charge. Handshake is a quick and easy resource for employers to reach out to Rice talent and for students and alumni to gain the tools necessary for their career exploration and professional development.

36,098
student applications
in Handshake

employer events
fall 2016 101
spring 2017 48
virtual 09

employers interviewing
on-campus

81 fall 2016
26 spring 2017

career and
internship expo

fall 2016
147 employers
1613 students

spring 2017
105 employers
786 students
By facilitating a variety of programs, the CCD empowers students to practice their career development skills in situations with low stakes and/or high impact scenarios, building confidence and creating valuable self-starting initiative.

Workshops
Workshops offer students peer-to-peer and small group opportunities to “workshop” their skills. During interviewing workshops, one type of session offered by the CCD, students learn about the STAR (situation-task-action-result) method and answer behavioral interview questions by breaking up into pairs. Practice Your Pitch and branding workshops offer similar opportunities for practice.

Externships
These one-to five-day job shadowing opportunities enable students to explore a career/industry/job function. Equally impactful for students who know what they want to pursue and for those who aren’t sure or have a variety of interests, externships connect students with alumni and employer mentors and develop meaningful career discovery. Students return from externships sure they have found their calling, relieved they can change their mind before committing to a path, and everywhere in between.

Owl Edge externship program
242 unique students
143 unique hosts
264 total Owl Edge externships

hamza rahim ’20, electrical engineering
“You have no idea how impactful that single day was for me, thanks to your efforts. I greatly enjoyed meeting you and everyone you arranged for us to meet and learning more about ExxonMobil.”

Summer Experience Fund
Ever mindful of the importance of summer internships, research, and professional experiences in developing social capital and bridging the theory and knowledge learned in the classroom to the workplace, the CCD continues to work with Development and Alumni Relations to offer the Owl Edge Summer Experience Fund. The Summer Experience Fund provides funding to students pursuing unpaid and underpaid summer internships. The CCD is grateful to the Rice alumni and friends whose donations make this possible.

owl edge summer experience fund
$100,000
awarded to 40 student recipients

Smeet Madhani ’20 and Nikit Venisheyty ’20 shadowed Dr. Jamie Linares Alexander ’07 at the Resource Center in Dallas, Texas for their externship.
julie yau tam ’03; partner/broker, lyn realty

“We hired a Rice graduating senior to work as office coordinator after I posted the job on Handshake ... the online portal connected us. We actually had multiple job applications from Rice students/alumni and non-Rice people from the Houston area. We interviewed several people and made the offer to (him). Including my husband and me, we now have three Owls working in our company!”

eyse kukonu, parent

“Our son ... received three job offers ... months before graduation. He accepted a consulting position with a software company. The Center for Career Development was instrumental during his job search and assisted him in multiple ways as a younger undergrad student and as a senior. I encourage all parents and students to take advantage of the Center’s resources and tools ... we knew our investment would pay off as long as our son utilized the Center.”

top workshop attendance

<table>
<thead>
<tr>
<th>Attendance</th>
<th>Workshop Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>100</td>
<td>expo prep workshops</td>
</tr>
<tr>
<td>458</td>
<td>resume workshops</td>
</tr>
<tr>
<td>158</td>
<td>LinkedIn workshops</td>
</tr>
<tr>
<td>2,438</td>
<td>collaborative presentations</td>
</tr>
</tbody>
</table>

top event attendance

<table>
<thead>
<tr>
<th>Attendance</th>
<th>Event Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>560</td>
<td>open house</td>
</tr>
<tr>
<td>79</td>
<td>business etiquette lunch</td>
</tr>
<tr>
<td>87</td>
<td>career cluster roundups</td>
</tr>
</tbody>
</table>

CCD Career Counselor Marilyn Wade (right) reviews a student resume with the help of Peer Career Advisor (left) Kimberly Wood.
Donald Bowers ‘91  
Vice President, Federal Reserve Bank of Dallas

Arnaud Chevallier  
PhD ‘01  
Associate Vice Provost, Academic Affairs, Rice University

John Eldridge ‘75  
Partner, Haynes & Boone, LLP

Lynn Elsenhans ‘78  
Retired, Sunoco

Tom Fornoff ‘78  
Partner, Yvonne Tocquigny Branding Group

Michael Gonzales ‘93  
Medical Director, Memorial Hermann Health System

Tawfik Jarjour ‘12  
Strategy Engagement Manager, Accenture

Michael Maher ‘75 and PhD ‘80  
Senior Program Advisor, Baker Institute (Retired, ExxonMobil)

Karen McDonell ‘77  
Director of Alumni Programs, Rice University

Cathryn Rodd Selman ‘78  
Retired, ExxonMobil Corporation

Shawn Simmons,  
MS ‘99  
Environmental & Permitting Manager at ExxonMobil

Julia Stallcup ‘07  
Associate, David Lackey Antiques and Art

Julie Tam ‘03  
Partner/Realtor, Lyn Realty

Robert Taylor ‘74  
President and Principal, Chelsea Place Design, Inc.

Alberto Tohmé,  
Parent ‘19  
Principal Consultant, Tohmé Consulting Associates LLC

Chuck Whitten ‘99  
Partner, Bain Consulting

Ann Ziker ‘98 and PhD ‘08  
Executive Director, Brown Foundation
employer advisory board

Kensey King ’16
Alvarez & Marsal

Damon Fraylon ’06
Chevron IT

Cody Schmitt
Quorum Business Solutions

Dan Brown
Baker Hughes

Kelly Swartzfager
Deloitte

Brittany Gibson
Relay Graduate School of Education

Josue Villesca ’98, Tiffany Washington
BP

Mark Broadfoot
Direct Energy

Rashell Robinson
Shell

Don Mims ’76
Chevron

Sydney Browne, John Strange, Brittany Underwood
JP Morgan Chase

Ana Wolfowicz
Yes Prep Public Schools
what students are studying*

- Medicine: 36%
- Engineering: 19%
- Graduate arts or sciences: 16%
- Education: 3%
- Business: 7%
- Law: 9%
- Other: 10%
- Dentistry: 2%

starting salaries for students employed 30+ hours in a regular organization*

- 0.49%: <$20k
- 5%: $20-40k
- 23%: $40-60k
- 39%: $60-80k
- 16%: $80-100k
- 17%: >$100k

* Percentages may not equal 100 due to rounding.

top 10 grad schools

- Rice University
- Baylor College of Medicine
- The University of Texas Southwestern Medical Center
- The University of Texas Health Science Center at Houston
- The University of Texas at Austin
- Texas A&M University
- Northwestern University
- Stanford University
- Columbia University
- University of Houston*
- California Institute of Technology*
- University of North Texas*
- Georgia Institute of Technology*
- Harvard University*
- Texas Tech University*

*tied for 10th
where owls are flying

- Employed full-time: 39%
- Continuing education: 32%
- Undecided or unknown: 13%
- Seeking employment: 10%
- Seeking continuing education: 4%
- Military/volunteers/caregivers/other: 2%

average salaries by school

- Rice students employed 30+ hours in a regular organization
- National Association of Colleges and Employers 2017 spring salary survey average

top 10 employers

- Accenture
- Baylor College of Medicine
- Capital One
- Deloitte Consulting
- Facebook
- Google
- J.P. Morgan Chase & Co.
- Microsoft
- Rice University
- Teach for America
students
To make career counseling appointments, explore resources for mock interviewing, resumes, international employment, and more, check out Handshake!

employers
From hosting information sessions, attending expos, interviewing on campus, and more - the CCD is happy to help connect students with employers. Reach out to ccd@rice.edu to get started!

parents, friends, alumni
The CCD offers mentoring, externship and internship hosting, and other great opportunities to help Owls find and make their place in the world. To help, contact ccd@rice.edu for more information!