Rice students past, present, and future are the reason we come to campus each day. We eagerly await their arrival on campus as freshmen and proudly witness their procession through the Sallyport at graduation. At the CCD, we have the privilege of accompanying students on their career journeys. We witness the moment they discover their paths, breathe with them when they conquer anxiety, and cheer them on as they learn to articulate their skills. We believe in our students, celebrate their job interviews and graduate school offers, and encourage them as they surmount setbacks and find value in the process.

Even when students leave Rice, we continue to be by their side as they grow both as career seekers and career mentors.

Go Owls!

- The Rice Center for Career Development

Peer Career Advisors are highly trained undergraduates who serve as ambassadors for the CCD within each residential college. Armed with career readiness and leadership skills, PCAs assist undergraduates with professional correspondence and resume reviews, job and internship search strategies, and using and understanding CCD resources.
I am pleased to present the 2015-16 Annual Report for the Center for Career Development. Over the past year, our team has been diligent about collecting data to better align our programs and services. You’ll see some of that in the following pages. We also invested significant resources in preparing for our transition to a new online career services platform, Handshake, and we were wowed by its capabilities for students and employers. In fact, Kleiner Perkins Caufield & Byers is one of its early investors. As we continue moving toward a one-stop hub for opportunities, Handshake’s robustness will further streamline campus and employer partners’ ability to share their opportunities and to hire strong Rice talent.

Rice students continue to be highly sought after by top graduate schools and prestigious employers across the United States and beyond. Top employers span the consulting, finance, education, and IT fields, and Rice starting salaries are well above national averages. Our graduates also find success in their applications to medical, law, engineering, and other graduate programs.

As we look ahead, we are committed to fulfilling our promise to Rice students, and the Board of Trustees, to build a world-class professional development program that allows all Rice students to find and make their place in the world. This fall, we are expanding our freshman initiative by introducing career exploration, interest assessments, and professional resume development. Our employer relations team will launch a series of career cluster related networking events to bring together alumni and students. We will continue to expand our collaborations with other campus partners and engage our alumni to prepare students for their next step immediately after Rice and throughout their careers. Our team at the CCD has the honor of championing Rice students from before they arrive on campus to their journey inside the hedges and beyond the Sallyport to their careers.

Join us as we help Rice Owls take flight!

Nicole Van Den Heuvel, ’81
CCD Director
The Center for Career Development believes all Rice students are capable of achieving their professional goals. Our mission is to support this by educating them on knowledge of self, career options, and resources, connecting them with opportunities through the global Rice network, and empowering them with the confidence, skills, and tools to achieve lifelong career fulfillment.

Our Vision is to empower all Rice students to find and make their place in the world.

Belief
Collaboration
Engagement
Integrity and Ethics
Learning
Service

Starting freshman year, engage students early in the career exploration and professional development process. The CCD is developing mobile and innovative service delivery options to meet students where they are, early in their time at Rice, so they can more easily access CCD services.

To address the professional development needs of Rice’s diverse population of students (including undergraduates, graduate students, international students, underrepresented students, and first-generation students), develop tailored programming and resources.

Create a campus culture of career readiness, simplifying, and centralizing efforts so the CCD is the ‘go-to’ resource for career consulting and outcomes. Through intentional and productive relationships with campus partners, the CCD can provide employers a centralized career services structure, which employers confirm is most effective for recruiting Rice talent.

Strategic partnerships with employers, alumni, parents, recruiters, faculty, staff, and the community are necessary to establish and improve connections and create career and experiential education opportunities that will benefit students’ professional outcomes. We seek to provide a world-class model that offers students multiple experiential education opportunities, including career treks, job shadowing, externships, and internships, in concert with their academic pursuits.

Utilize metric-driven decision making, operate with increased efficiency, and continually assess the effectiveness and value of programs offered.
CCD career counselors are well-trained to support students across the spectrum of career opportunities. This academic year saw an 85% increase in counseling appointments and upticks across all first year classification appointments (Bachelors, Masters, and Doctoral candidates). At graduation, 78% of Rice 2016 graduates with full-time jobs reported they used CCD services. This exceeds the findings of the 2016 Gallup-Purdue University study of 30,000 college graduates, which found 67 percent of graduates who visited their career centers at least once were employed full-time.

In order to expand its reach, the CCD partners with academic offices to scale services and leverage access to underserved students. The ongoing collaboration with the Gateway Program in Social Sciences is a model for how collaboration better supports students as they discover and achieve their career goals. The Gateway Program began posting internship opportunities in the online career management platform. Combined with enhanced marketing, this action led to broader awareness of opportunities among students and the ability for staff to focus on relationship-building with outside partners. Leveraging the CCD’s infrastructure to support its campus partners has been mutually beneficial.

Every time I come to the CCD, I obtain so much helpful information. (My counselor) guided me on what steps I need to take to develop a career that correlates with my interest. I will definitely be coming back.

99% of students would return to the Center for Career Development.

This was my first time here, and I cannot believe that I have been missing out on this before! I learned so much and look forward to using all of the resources here throughout my job search.

At the CCD’s annual business etiquette luncheon, students learn the fine art of dining etiquette, managing introductions, and professional conversation skills.

Rice students attended the Career and Internship Expo to meet employers from a variety of industries and apply for open positions. The CCD hosts a variety of Expo preparation and resume events leading up to the expo.

Appointments by Class

- Professional Correspondence
- Assessments (Career, Personality, and Strengths)
- Major/Career Path Exploration
- Employment/Internship Exploration
- Graduate School Exploration
- Mock Interviews
- Resume Reviews

Appointments by School

- Humanities
- Social Sciences
- Engineering
- Natural Sciences
- Architecture & Music

4137 appointments in 2015-2016
Each year, the CCD facilitates and partners on over 100 events to connect students and employers, including the annual Career and Internship Expos, career networking events, Education Leadership Consultancy, Chili Cook-Off and Career Carnival, employer-led career workshops, and employer information sessions. These events run the gamut from suited-up to jeans and t-shirts, and they span almost every industry.

In addition to connecting with employers on campus through interviews and other events, students have access to thousands of job and internship opportunities through our online platform. Here they can view company descriptions, apply directly to postings, RSVP to events, and consult a number of free, helpful resources.

In any given semester, a student might participate in experiential learning opportunities such as job shadowing through an Owl Edge Externship; meet with innovative organizational leaders in new cities on a Career Crawl; attend coffee chats, tech talks, and case competitions with employers; and even watch virtual employer-led workshops. The CCD takes a "customized connections" approach to meet the evolving and individual needs of employers and students. By monitoring trends, interpreting survey results, and implementing feedback, the CCD continually provides relevant and mutually beneficial points of connection.

Employers conducting on-campus interviews

<table>
<thead>
<tr>
<th>Year</th>
<th>Full-Time</th>
<th>Internships</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014 Fall</td>
<td>91</td>
<td></td>
</tr>
<tr>
<td>2015 Fall</td>
<td>118</td>
<td></td>
</tr>
<tr>
<td>2015 Spring</td>
<td>61</td>
<td></td>
</tr>
<tr>
<td>2016 Spring</td>
<td>56</td>
<td></td>
</tr>
</tbody>
</table>

Information Sessions

<table>
<thead>
<tr>
<th>Year</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2015</td>
<td>94</td>
</tr>
<tr>
<td>Spring 2016</td>
<td>37</td>
</tr>
</tbody>
</table>

Position Types Recruited

<table>
<thead>
<tr>
<th>Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time</td>
<td>61%</td>
</tr>
<tr>
<td>Internships</td>
<td>39%</td>
</tr>
</tbody>
</table>

To free students from the constraints of viewing careers based on majors, the CCD uses a system focused on career interests called Career Clusters. Career Clusters facilitate broad exploration within a targeted area. Students can now opt into career clusters and search for job and internship opportunities by cluster as well.
Empowering students through the Owl Edge Internship Fund

Launched in 2015, the Owl Edge Internship fund tapped into a deep need at Rice to support unpaid and underpaid summer experiences where Rice students can take the theory and knowledge learned in the classroom and build skills and experiences in the workplace. After an accelerated application process this spring, 86 students applied for almost $300,000 to help them secure opportunities that might otherwise be unattainable.

Applications were evaluated against a number of criteria, including an essay describing how the experience would help shape the students’ career exploration and job search process, a budget worksheet, financial need, and previous experiential education experiences. Thanks to the generous philanthropic support of the Rice community, $55K was distributed to 27 students pursuing a wide range of internships including:

- A Mechanical Engineering and Policy Studies student interning at the Commercial Spaceflight Federation, working on broad commercial space issues and space policy
- A Sociology and Visual and Dramatic Arts major interning at the Menil Collection
- An Ecology and Evolutionary Biology student working as a Research Assistant exploring the ecology, management, and conservation of mountain lion populations in New Mexico

Cognizant of the unmet need and the importance of experiential education opportunities to meaningful career decision-making, the CCD’s partnership with Development and Alumni Relations remains critical in order to continue to empower students to undertake these types of experiences.

“In the past, I’ve had to pass on a great internship because it was unpaid. With the support of the Rice network, my internship at Memorial Sloan Kettering Cancer Center in Manhattan was fully funded. I shadowed a physician, contributed to a published paper, and connected with Rice mentors. I am so thankful for my experience at MSK and the support that made it possible.”

*Owl Edge Externships are one-to five-day job shadowing opportunities

70% increase in student engagement at educational events (non-recruiting events, including one-on-one sessions).

<table>
<thead>
<tr>
<th>Top Workshop and Event Attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td>161 Expo Prep</td>
</tr>
<tr>
<td>700 Open House</td>
</tr>
<tr>
<td>74 Business Etiquette Dinner</td>
</tr>
<tr>
<td>85 Education Roundtable</td>
</tr>
<tr>
<td>180 LinkedIn Workshops</td>
</tr>
<tr>
<td>422 Resume Workshops</td>
</tr>
<tr>
<td>1376 Collaborative presentations</td>
</tr>
</tbody>
</table>

346 Total Owl Edge Externships*
297 Unique Students
193 Unique Hosts

Numbers based on Fall 2015 - Spring 2016
EMPLOYERS

1010data
3M
AbbVie
Accenture
Acumen LLC
Adam Faldetta Production Consulting
AECOM
Air Liquide
Airbnb
Alvarez & Marsal
Amazon
American Institutes for Research
Amphora
Andiamo
Anomalous LLC
Anon
AppDynamics
Athenian Consulting Group
AXA Equitable
Axiom Commodity Group
Bain & Company
Bancroft PLLC
Bank of America
Baptist Student Ministries
Barclays
Baylor College of Medicine
Berkeley 2 Academy
Berkeley Lab
Bloomberg LP
Boston Consulting Group
BPO America
BrainCheck
C-Bond Systems, LLC
Camp Kesem
Capital One
Carmax
CB&I
Centerview Partners
Chem Energetics
Chevron
Cistercian Preparatory School
Citi
Civitas Learning
Clean Line Energy Partners
Collin Healthcare
Cone Bioproducts

Consulate General of the Republic of Korea in New York
CPMG, Inc.
Creda
Credit Suisse
Daiichi Sankyo
DeLorean
Digital Media Commons
Diller Scofidio Renfro
DMC, Inc.
DoorDash
Dr. Daniel Kim, UT-Houston Neurosurgery Department
Dunbar Harder, PLLC
Ecolab
Egon Zehnder
Enlightened Inc
Environmental Protection Agency
Epic
Ernst & Young
ExtraHop Networks
ExxonMobil
Facebook
FactSet
Federal Bureau of Investigation (FBI)
Fluor Corporation
Frank’s International
Fullbright
General Electric
General Mills
General Motors
GlaxoSmithKline
GLG
Goodman Manufacturing
Google
Green Bay Packers
Greentube Software
Hall Capital Partners LLC
Harris County Sports Authority
Harvard Cider Company
Hewlett-Packard Enterprise
Hitachi Consulting
HNTB Corporation
Houston Astros
Houston Independent School District
Houston Mechatronics, Inc.
Houston Museum of Natural Science
Houston Rockets

Hiring Owls

iTech
Indeed
Institute of Reading Development
Intuit
Jones|Carter
JP Morgan Chase
K Friese & Associates
Kieran Timberlake
Kinder Morgan
Labatt Food Services
Lindamood Bell
LivaNova
Lockheed Martin
Lockwood Andrews & Newnam Inc.
LyonellBasell
Machado Silvetti
Mars & Co.
Massachusetts Institute of Technology
McKinsey & Co.
MD Anderson Cancer Center
Merce
Microsoft
NADAA
National Aeronautics and Space Administration
National Grid
National Instruments
National Security Agency
NeoSensory
Northrop Grumman
NYC Teacher Fellows
Occidental Petroleum Corporation
Office for Metropolitan Architecture
Ogden Museum
Oliver Wyman
Palantir Technologies
Pei Cobb Freed & Partners
Petrie Partners
Pierpoint
Pinterest
Quorum Business Solutions
Ramboll Environ
Reebook
Retina Consultants of Houston
Rice 360
Rice Office of STEM Engagement
Safeskill Systems
Sclumberger
Schwarzman Scholars Program
ScribeAmerica
Sendero
Shell Oil Company
ShowCoach
Snapchat, Inc.
SnapStream Media
Southern Innovations
Speck Orthodontics
Spectra Energy
Spiceworks
Spirit Airlines
Square
StarRFoam MFG
Styer Orthotics
Surgical Care Affairs
Tableau Software
Teach for America
Tecnologico de Costa Rica
Texas Children’s Hospital
Texas Voice Center
The Advisory Board Company
The Decathlon
The Media Line
Thomas Phifer and Partners
Topi LLC
Tricon Energy
TripAdvisor
Two Sigma
Uber
UFM Selfoss
United Real Estate Houston
United Technologies Corporation
University of Houston
Uplift Education
Urban Institute - Justice Policy Center
USGS
Veritas Title in Rice Village
ViaSat
Wagoner Fellowship
Whitaker Fellowship
White Star Real Estate
YES Prep Public Schools
ZGF Architects
Donald Bowers  
Vice President, Federal Reserve Bank of Dallas  
Mr. Bowers graduated from Rice in 1991 with a degree in Managerial Studies. He went on to Sam Houston State University to earn an MBA in 2010.

Arnaud Chevalier  
Vice Provost, Academic Affairs, Rice University  
Dr. Chevalier graduated from Rice in 1995 with a degree in Mechanical Engineering. He went on to earn an M.S. (1998), and a PhD (2001) at Rice.

John Eldridge  
Partner, Haynes & Boone, LLP  
Mr. Eldridge graduated from Rice in 1975 with a degree in Anthropology. He went on to pursue a law degree in 1980 from the University of Texas.

Lynn Elsenhans  
Retired, Sunoco  
Ms. Elsenhans graduated from Rice in 1978 with a degree in Mathematical Sciences. She went on to earn an MBA in 1980 from Harvard.

Tom Fornoff  
Consultant, Archer Malmo  
Mr. Fornoff graduated from Rice with a degree in Mechanical Engineering. He went on to earn an MBA in Marketing at Columbia.

Michael Gonzales  
Asst. Medical Director and Director of Trauma, Baylor College of Medicine, Ben Taub Emergency Center  
Dr. Gonzales graduated from Rice in 1993 with degrees in Economics and Political Science. He also earned an MD from the University of Texas Houston in 2000.

Tawfik Jarjour  
Consultant, Accenture  
Mr. Jarjour graduated from Rice in 2012 with degrees in Ecology & Evolutionary Biology and Cognitive Sciences.

Michael Maher  
Senior Program Advisor, Baker Institute (Retired, ExxonMobil)  
Dr. Maher graduated from Rice in 1975 with a degree in Economics. He went on to earn a PhD from Rice in 1980.

Karen McDonell  
Director of Alumni Programs, Rice University  
Ms. McDonell graduated from Rice in 1977 with a degree in Behavioral Science.

Julia Stallcup  
Associate, David Lackey Antiques and Art  
Ms. Stallcup graduated from Rice in 2007 with a degree in Art History. She went on to earn a Master of Arts in 2010 from Bard College and a Certificate in Fine Arts from New York University.

Cathryn Rodd Selman  
Retired, ExxonMobil Corporation  
Ms. Selman graduated from Rice in 1978 with degrees in History and Economics. She went on to earn an MBA from Harvard in 1982.

Julie Tam  
Partner/Realtor, Lyn Realty  
Ms. Tam graduated from Rice in 2003 with a degree in Economics.

Robert Taylor  
President and Principal, Chelsea Place Design, Inc.  
Mr. Taylor graduated from Rice in 1974 with a degree in Architecture. He went on to earn a Bachelor of Science from the University of Texas.

Ann Ziker  
Executive Director, YES Prep Public Schools  
Dr. Ziker graduated from Rice in 1998 with a degree in History. She went on to earn a PhD from Rice in 2008.

Mark Broadfoot  
Direct Energy  

Sol Jin, ’11  
Evercore Partners  

Don Mims, ’76  
Chevron  

Charlie Meyer  
Shell  

Hannah Peacock  
Alvarez & Marsal Business Consulting  

Will Ross  
Cintas Corporation  

Cody Schmitt  
Quorum Business Solutions  

Shawn Simmons  
ExxonMobil  

John Strange  
JPMorgan  

Alejandro Pena  
Schlumberger  

Kelly Swartzfager  
Deloitte  

Tiffany Washington  
BP  

A hot dog at the Chili Cook Off and Career Carnival is better than steak at the Ritz. Alumni Board Member Karen McDonell ’77, relishes dishing up a side of career advice with the hot dogs.
**Class of 2016 Outcomes**

**Continuing Education: 39%**

**What They Are Studying**
- 38% Medicine
- 17% Engineering
- 12% Graduate Arts/Sciences
- 7% Business
- 5% Law
- 1% Veterinary medicine
- 1% Dentistry

**Only 6% of 2016 grads are still seeking employment 6 months after graduation.**

**Top Employers**
- YES Prep
- Capital One
- Deloitte Consulting
- Accenture
- Epic
- Rice University
- Google
- Microsoft
- Baylor College of Medicine
- JPMorgan Chase
- Civitas Learning
- MD Anderson Cancer Center
- Occidental Petroleum
- The Boston Consulting Group

**WHERE OWLS ARE LANDING**

**Top Locations**
- Texas
- California
- Washington
- New York
- Wisconsin
- Massachusetts
- Washington D.C.
- Florida
- Illinois
- Maryland
- Virginia

**States where Rice students are employed**

**Top Locations**
- Texas
- California
- Washington
- New York
- Wisconsin
- Massachusetts
- Washington D.C.
- Florida
- Illinois
- Maryland
- Virginia

**Rice 2016 Median Salaries**

(Compared to NACE 2016 Spring Salary Survey)

- Engineering: $56,737
- Humanities: $52,976
- Natural Sciences: $48,604
- Social Sciences: $44,727
- All Majors: $49,939

- Employed Full Time: 44%
-Continuing Education: 35%
-Seeking Employment: 8%
-Military/Volunteer/Caregivers/Others: 6%
-Undecided or Unknown: 5%
-Seeking Continuing Education: 4%

**Note:** Percentages may not equal 100 due to rounding data from senior exit surveys at graduation, six months post graduation, and LinkedIn research.