

RICE CENTER FOR CAREER DEVELOPMENT

ANNUAL REPORT 2015-16



RICE[®]

Center for Career Development



HELPING OWLS TAKE FLIGHT

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.

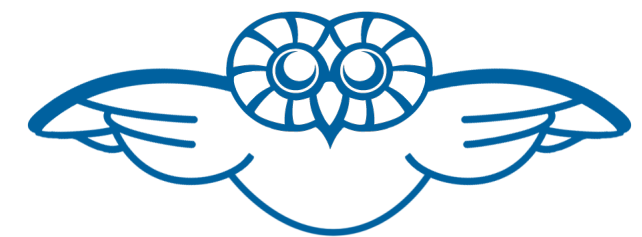
Go Owls!

- The Rice Center for Career Development

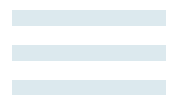


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Peer Career Advisors are highly trained undergraduates who serve as ambassadors for the CCD within each residential college. Armed with career readiness and leadership skills, PCAs assist undergraduates with professional correspondence and resume reviews, job and internship search strategies, and using and understanding CCD resources.



W E L C O M E



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



Kim Yackel
Assistant Director,
Career Development



Jessica Campbell
Associate Director, Employer
Relations



Lillian Seidel
Recruiting Coordinator &
Alumni Liaison

CCD
STAFF



Ann McAdam Griffin
Assistant Director, Employer
Relations & Alumni Engagement



Ivette Mekkessi
Assistant Director,
Career Development



Leora Gabry Semble
Recruiting Coordinator



Katelyn Holm
Marketing & Events
Specialist



Andrew Tessmer
Assistant Director, Career
Development



Michelle Passo
Experiential Education
Program Manager



Ashley McTaggart
Assistant Director, Career
Development



Christine Hebert
Department Coordinator

STRATEGIC

MISSION

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.

VISION

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

CORE VALUES

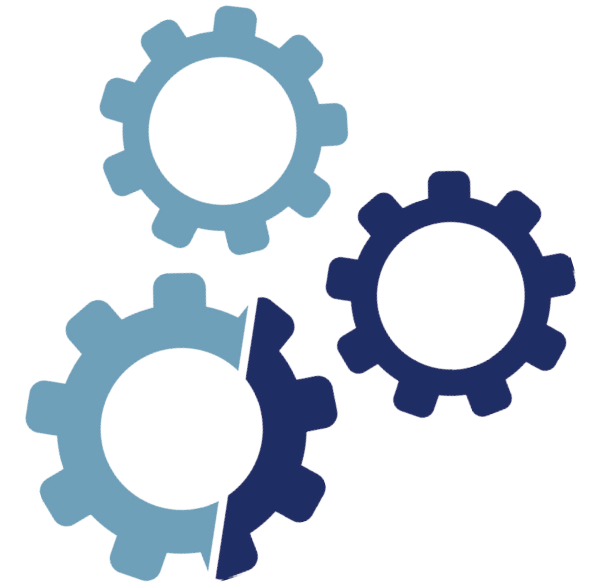
- Belief
- Collaboration
- Engagement
- Integrity and Ethics
- Learning
- Service



PLAN

ABOUT

In the spring of 2015, the CCD developed its first strategic plan, an ambitious and self-imposed set of directives to optimize the CCD's role in achieving positive student outcomes over the course of three years. A centralized career services and professional development center for Rice, the CCD serves all undergraduate and graduate students and alumni, with the exception of MBAs.



GOALS+OBJECTIVES

OUTREACH

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.

CUSTOMIZATION

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.

CULTURE SHIFT

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

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.

SMART OPERATING PRACTICES

Utilize metric-driven decision making, operate with increased efficiency, and continually assess the effectiveness and value of programs offered.



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

EDUCATE



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.

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.

CCD data shows that the sooner students begin interacting with the CCD, the more likely they are to know what they will be doing when they graduate from Rice.

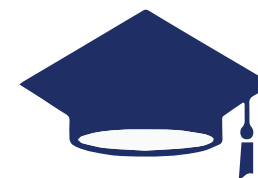
offices to scale services and leverage access to underserved students. The ongoing collaboration with the Gateway Program in Social Sciences is a model for how collaboration better supports students as they discover and achieve their career goals. The Gateway Program began posting internship opportunities 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.

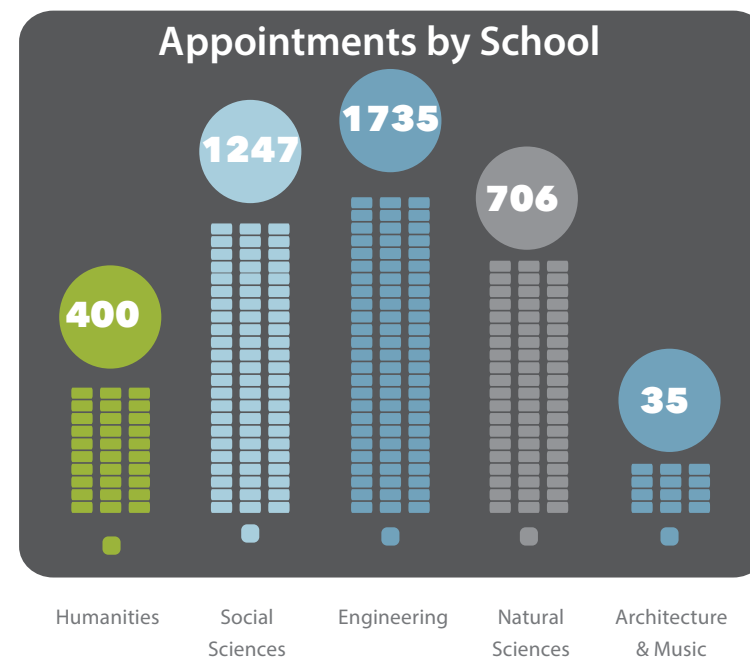
In order to expand its reach, the CCD partners with academic

“ *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.* ”

 **4137** appointments in 2015-2016



Appointment Types

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

Appointments by Class



- 21% Freshman
- 21% Junior
- 21% Sophomore
- 21% Senior
- 16% Masters, Post-Grads, Doctoral, & Alumni



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.

What Employers Are Saying

“Excellent event. The content was exceptional, and I loved the opportunities to network with the CCD. Well worth the trip from Chicago!”

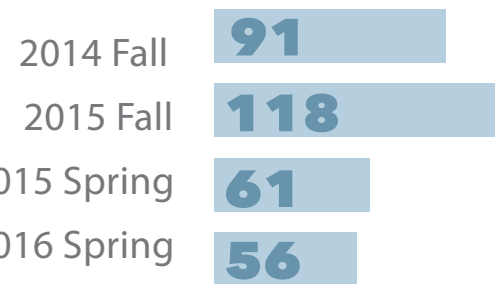
“The Rice CCD is incredibly supportive and a strong partner.”

2436
Employers Posting Jobs

5107
Job Postings

1604
Student On-Campus Interviews

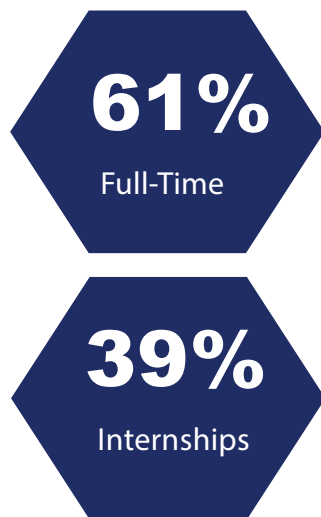
Employers conducting on-campus interviews



Information Sessions



Position Types Recruited



Engineering and Architecture



Arts, Communication, and Entertainment



Computer, Information Technology, and Mathematical



Education, Nonprofit, and Social Enterprise



Finance, Consulting, and Enterprise



Public Policy, Government, and Law



Sciences and Health



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.

“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.”

***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 econology, 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.

EMPOWER

Numbers based on Fall 2015 - Spring 2016

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

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

***Top Workshop and
Event Attendance***



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

EMPLOYERS

1010data
 3M
 Absolute Return
 Accenture
 Acumen LLC
 Adam Faldetta Production Consulting
 AECOM
 Air Liquide
 Airbnb
 Alvarez & Marsal
 Amazon
 American Institutes for Research
 Ampush
 Andiamo
 Anomalous LLC
 Aon
 AppDynamics
 Athenian Consulting Group
 AXA Equitable
 Axiom Commodity Group
 Bain & Company
 Bancroft PLLC
 Bank of America Merrill Lynch
 Baptist Student Ministries
 Barclays
 Baylor College of Medicine
 Berkel & Company Contractors
 Berkeley2Academy
 Bet Tzedek
 Bloomberg LP
 Boston Consulting Group
 BP America
 BrainCheck
 C-Bond Systems, LLC
 Camp Kesem
 Capital One
 Carmax
 CB&I
 Centerview Partners
 Chart Energy & Chemicals
 Cheniere Energy
 Chevron
 Cistercian Preparatory School
 Citi
 Civitas Learning
 Clean Line Energy Partners
 Collain Healthcare
 Cone Bioproducts
 Consulate General of the Republic of Korea in New York
 CPMG, Inc.
 Credera
 Credit Suisse
 Daiichi Sankyo
 Deloitte
 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
 Fulbright
 General Electric
 General Mills
 General Motors
 GlaxoSmithKline
 GLG
 Goodman Manufacturing
 Google
 Green Bay Packers
 Greenhouse 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

iD Tech
 Indeed
 Institute of Reading Development
 Intuit
 Jones|Carter
 JPMorgan Chase
 K Friese & Associates
 KieranTimberlake
 Kinder Morgan
 Labatt Food Services
 Lindamood Bell
 LivaNova
 Lockheed Martin
 Lockwood Andrews & Newnam Inc.
 LyondellBasell
 Machado Silvetti
 Mars & Co.
 Massachusetts Institute of Technology
 McKinsey & Co.
 MD Anderson Cancer Center
 Mercer
 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
 Pierpont
 Pinterest
 Quorum Business Solutions
 Ramboll Environ
 Reebok
 Retina Consultants of Houston
 Rice 360
 Rice Office of STEM Engagement
 Safespill Systems
 Schlumberger
 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
 Stryker Orthotics
 Surgical Care Affiliates
 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
 Topl LLC
 Tricon Energy
 TripAdvisor
 Two Sigma
 Uber
 UMF 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

A L U M N I *advisory* B O A R D

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 Malmø
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.

E M P L O Y E R *advisory* B O A R D

Mark Broadfoot
Direct Energy

Sol Jin, '11
Evercore Partners

Don Mims, '76
Chevron

Charlie Meyer
Shell

Hannah Peacock
Alvarez & Marsal Business Consulting

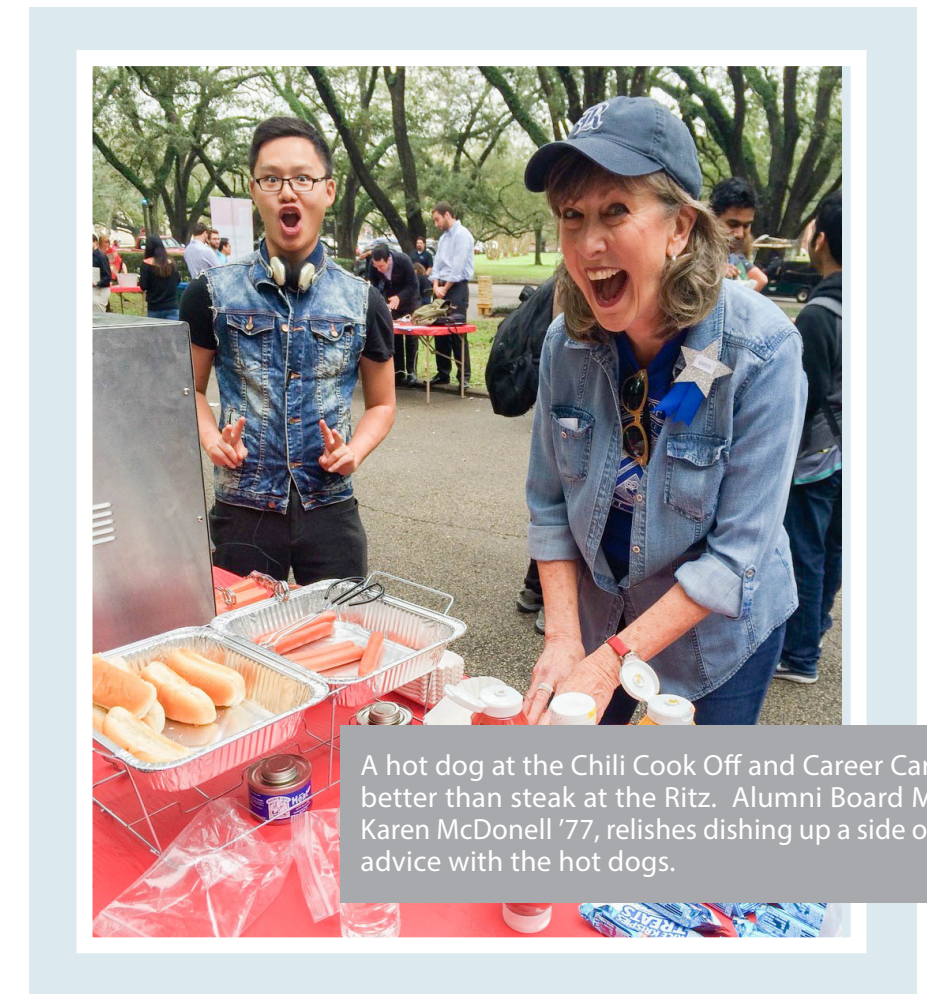
Will Ross
Cintas Corporation

Cody Schmitt
Quorum Business Solutions

Shawn Simmons
ExxonMobil

John Strange
JPMorgan

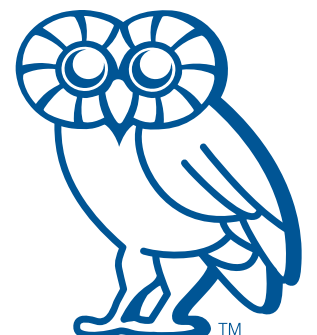
Kelly Swartzfager
Deloitte



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.

Alejandro Pena
Schlumberger

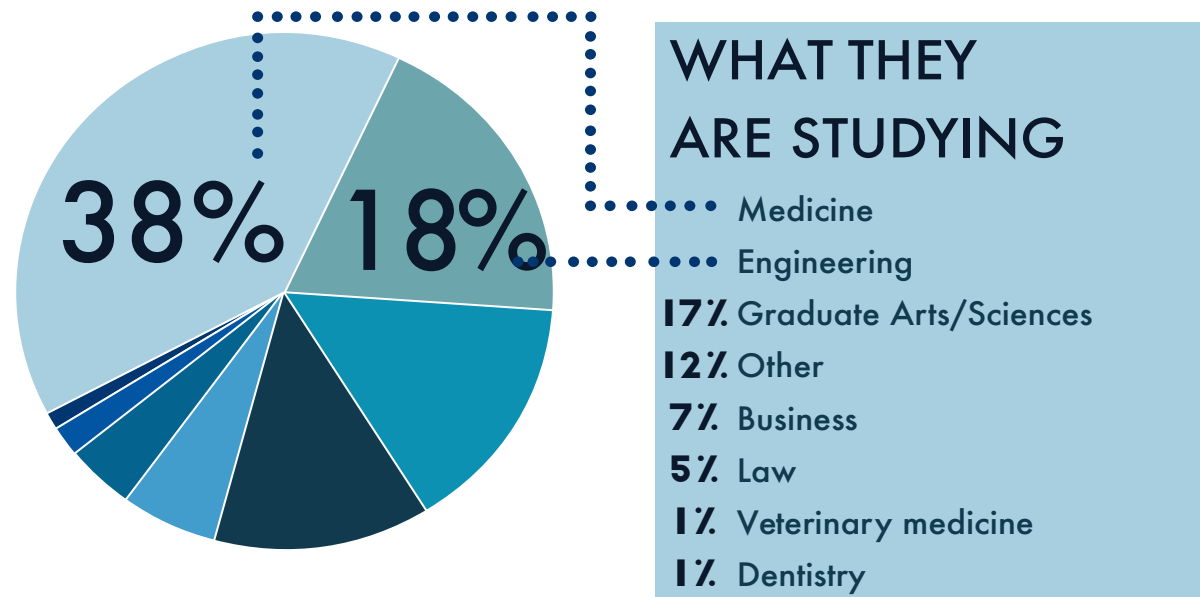
Tiffany Washington
BP



class of 2016

OUTCOMES

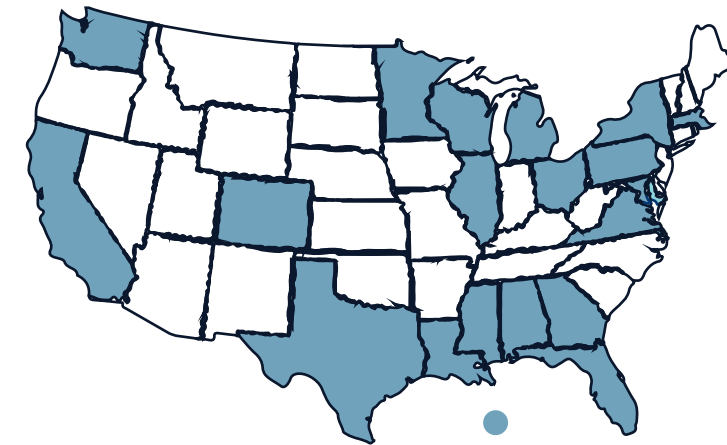
CONTINUING EDUCATION: 39%



WHERE OWLS ARE LANDING

Class of 2016 outcomes at graduation

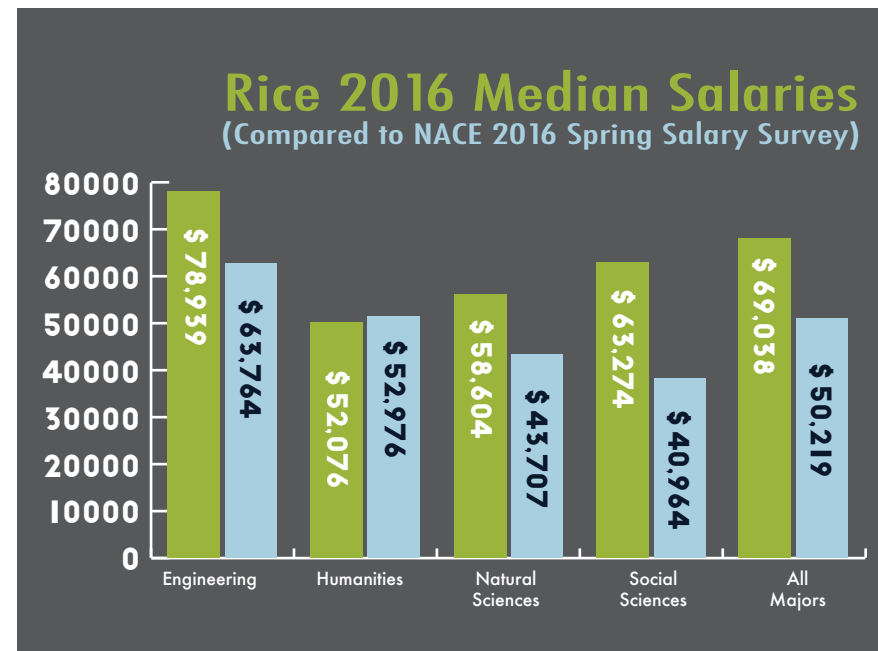
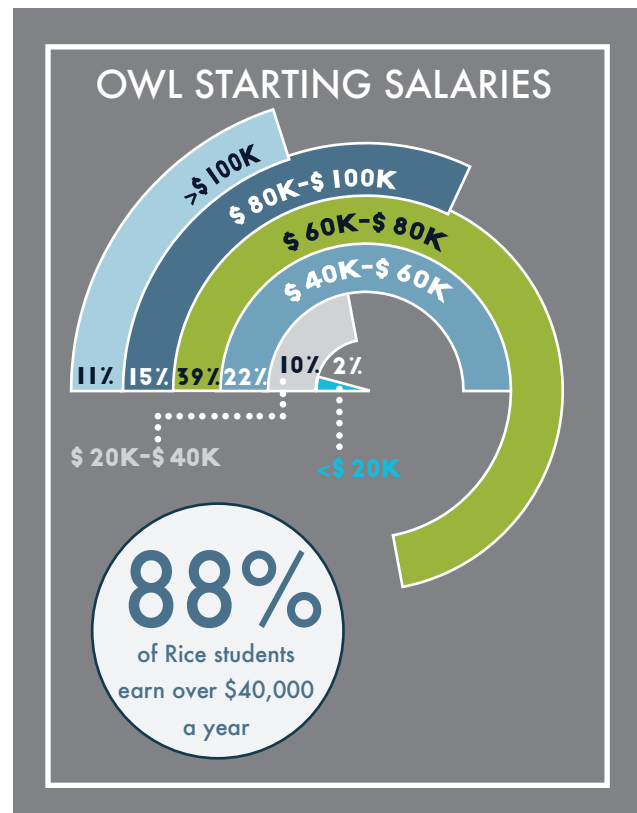
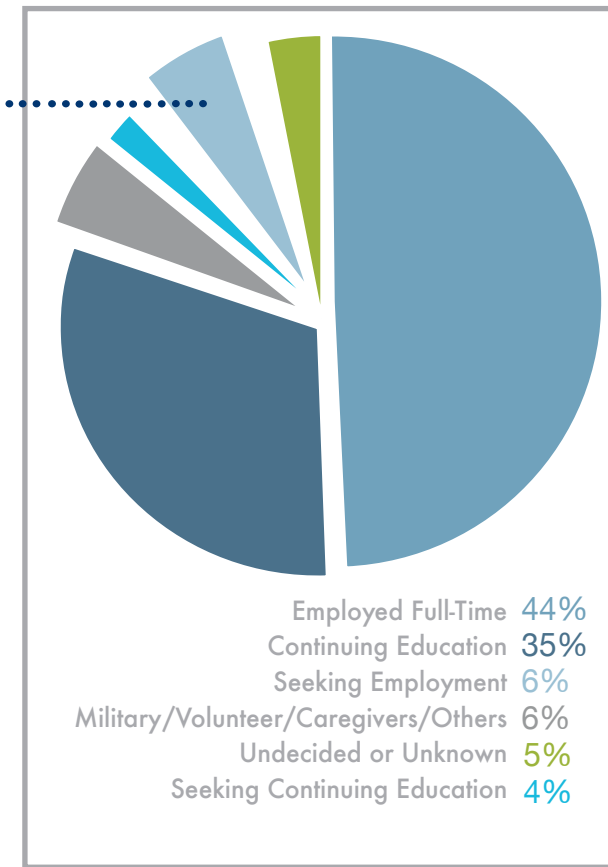
- Top Employers**
- YES Prep
 - Capital One
 - Deloitte Consulting
 - Accenture
 - Epic
 - Rice University
 - Google
 - Microsoft
 - Baylor College of Medicine
 - JPMorgan Chase
 - Civitas Learning
 - MD Anderson Cancer Center
 - Occidental Petroleum
 - The Boston Consulting Group



Top Locations

- TEXAS
- CALIFORNIA
- WASHINGTON
- NEW YORK
- WISCONSIN
- MASSACHUSETTS
- WASHINGTON D.C.
- FLORIDA
- ILLINOIS
- MARYLAND
- VIRGINIA

ONLY 6%
of 2016 grads are still seeking employment 6 months after graduation



- TOP GRADUATE SCHOOLS**
- Baylor College of Medicine
 - Columbia University
 - Harvard University
 - Massachusetts Institute of Technology
 - New York University
 - Rice University
 - Stanford University
 - Texas A&M University
 - The University of Texas at Austin
 - UT Health Science at Houston
 - UT Health Science Center at San Antonio
 - UT Southwestern Medical Center
 - University of California, Berkeley
 - Washington University in St. Louis
 - Yale University

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



RICE

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