



**RICE CENTER FOR
CAREER DEVELOPMENT**
annual report
2017-2019

report

CONTENTS

02

CCD
highlights

03

letter from
the director

05

mission:
educate

07

mission:
connect

09

mission:
empower

11

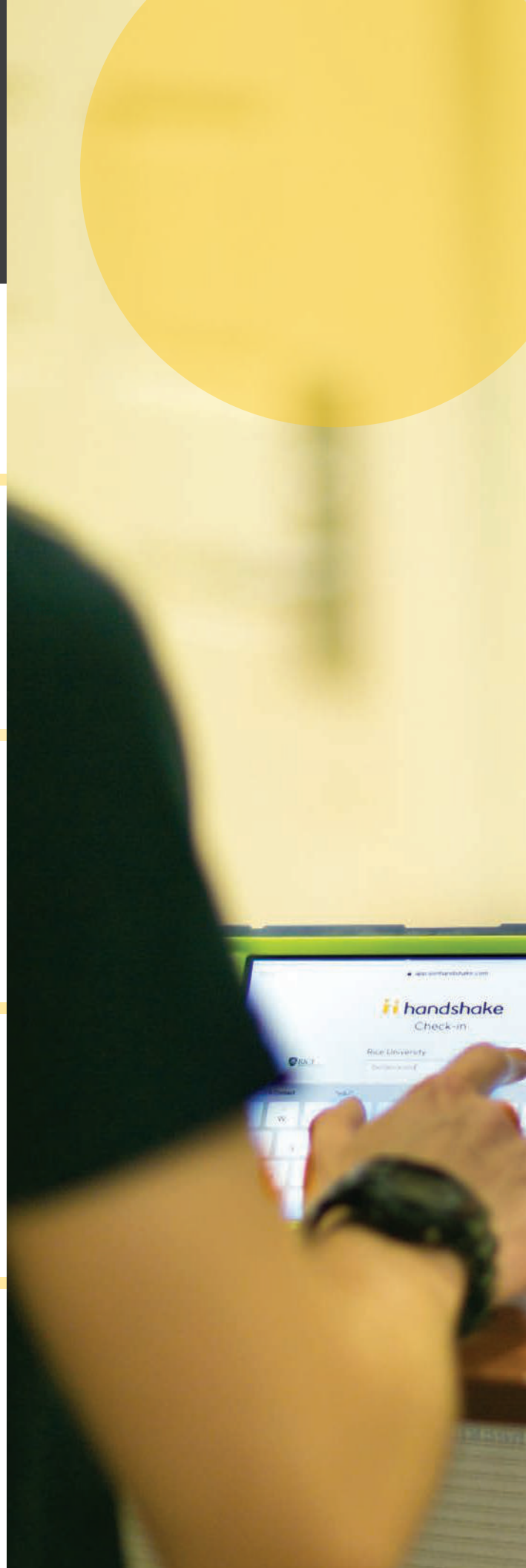
alumni
advisory board

12

employer
advisory board

13

class of 2018
outcomes



2017 - 2019

highlights



TOP CRITERIA EMPLOYERS SEEK FROM RICE STUDENTS

- ability to work in a team
- interpersonal skills
- problem-solving skills
- communication skills
- confidence
- analytical/quantitative skills



111,301

CCD NEWSLETTER

The CCD newsletter goes out to all Rice students every Sunday afternoon and was opened 111,301 times from fall 2017 to spring 2019.

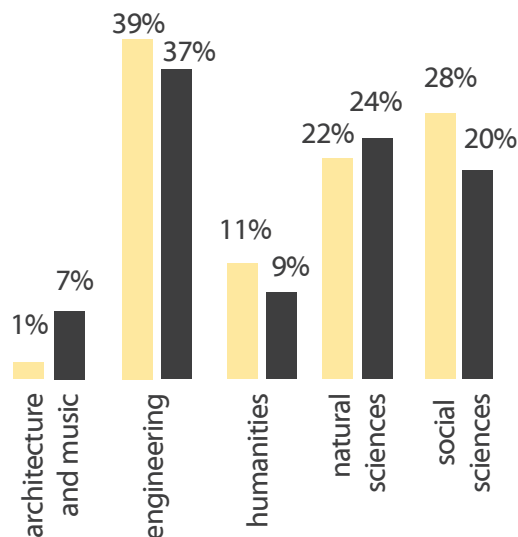
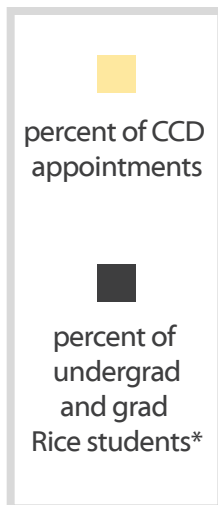


13,115

EMPLOYER APPROVALS

Over 13,000 employers, in a variety of industries, were approved in Handshake to recruit Rice students from fall 2017 to spring 2019.

STUDENT APPOINTMENTS**



* source: <http://oir.rice.edu/factbook/students/enrollment/>

**numbers may not equal 100 due to rounding



welcome

TO THE CCD

At the Center for Career Development, we read a lot of job descriptions. In fact, **we review over 200 job postings each day.** If something catches our eye, it's significant. One of those memorable postings described a working environment with the statement, "We all take out the garbage." That resonated with me. I guarantee, if you stop by the CCD after a noon career development workshop, you will see someone on staff taking pizza boxes outside. As a team, we've actually made over 200 trips to the trash since the last annual report. **The same humility, motivation, and collaboration that incites team members to literally "take out the garbage" drives the CCD in strategic planning, data collection, counseling appointments, employer engagement, and really, in every aspect of what we do.**

We want to utilize these strengths as we consider three key areas described in our strategic plan:

- **Scalability** — explore and develop innovative and efficient programming to increase constituents' access to career development resources
- **Accessibility** — create more readily-available resources at the CCD, because career development is crucial in character building, life preparedness, and leadership
- **Visibility** — embed career development into the campus ecosystem by bridging the classroom with meaningful careers

Now that we have our strategic plan, we are working on its execution. This summer, **we are launching online professional development modules, educating employers at the Recruit Owls Conference, aligning our goals to Rice's Vision for the Second Century, and shifting the timeline of our annual report** (in order to provide a more timely review of our work, we are using this issue to "catch up" on the past two academic years).

I would love to tell you more about how excited we are for this next phase at the Center for Career Development. Let's get a cup of tea (or really anything except pizza).

NICOLE VAN DEN HEUVEL '81
director, rice center for career development



**LEORA GABRY
SEMBLE**
career advisor



**ANN MCADAM
GRIFFIN**
associate director



**CHRISTINE
HEBERT**
department coordinator



**KATELYN
HOLM**
marketing and events
specialist



IVETTE MEKDESSI
assistant director,
career development



MICHELLE PASSO
experiential education,
program manager



**ELSA
SCHIEFFELIN**
assistant director,
employer relations and
alumni engagement



HELEN SEILKOP
recruiting
coordinator



MARILYN WADE
assistant director,
career development

MEET THE *staff*

mission: EDUCATE

The CCD wants to make sure Rice students are well-prepared to effectively pursue the next chapter of their professional lives. Owls have access to multiple different opportunities including workshops, one-on-one appointments, and panels to help them answer common questions that arise during their college career: What can I do with my major? How can I bridge my education to meaningful work? How do I find and make my place in the world?

CCD career counselors help support undergraduate and graduate students with different backgrounds, majors, and career interests. Students also have access to CCD Peer Career Advisors, a group of highly-educated student ambassadors who offer career guidance through one-on-one interactions and workshops in residential colleges.

In an effort to scale high quality services to more students, the CCD introduced Resume Labs in 2018. These labs provide participants with an overview of resume development, along with time to work on their resumes and seek peer and professional feedback.



student testimonial

ARTHUR BELKIN '19
BAKER COLLEGE

Arthur Belkin accepted a position as Manufacturing Engineer at Procter & Gamble and served as Peer Career Advisor Student Director while at Rice. In this role, Arthur led a group of 40 student career ambassadors, helping train them in resume reviews, cover letters, and professional development.

Arthur believes the PCA program is an integral part of the Rice experience. He said, **"It is instrumental in fostering career-readiness on campus and helping students reach their personal and professional goals ... as evidenced by countless testimonies of students who have successfully built their confidence and skills."**

The PCAs themselves benefit from the sense of community within the program, close-knit interactions with CCD staff, and the growth and development they experience as a result of their efforts. "It has been extremely satisfying to watch the program evolve into what it has become today over my time at Rice.... I am tremendously grateful to the CCD staff for their continuous support and important contributions to the program and Rice," Arthur said.





SATISFACTION RATINGS (FALL 2017 - SPRING 2019)

97%
would recommend their counselor to others

97%
would return to the CCD if they felt the need

CAREER CLUSTERS

Career clusters facilitate broad exploration within a field. Students can search for jobs and internships by career cluster in Handshake.



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



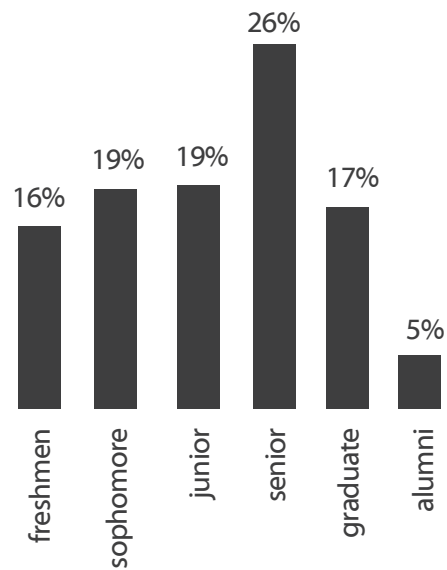
sciences and health



TOTAL APPOINTMENTS

In the 2017-18 and 2018-19 school years, the CCD saw **7,965** total appointments.

APPOINTMENTS BY CLASS*



TOP APPOINTMENT TYPES

- 1 resume reviews
- 2 internship or employment exploration
- 3 mock interviews

**numbers may not equal 100 due to rounding*



The CCD recognizes that Rice students have a variety of interests in unique industries. On career crawls, students spend the day touring companies, learning what a day in the life looks like for different fields while asking questions and networking with Rice alumni and friends. Career crawls provide students with the opportunity to see an array of careers within an industry they may not have access to on campus. At ABC13 Houston (above), students shadowed reporters and producers for an inside look at broadcast journalism, news, and entertainment.



CHRISTINE LO '19
WIESS COLLEGE

student testimonial

Christine Lo works in the Bay Area at Sephora, crediting much of her professional development in the marketing field to the CCD. From the start, she was determined to make connections and develop networking skills to succeed in the beauty industry. She said, "My experiences living, studying, and working in three different continents as a Taiwanese American sparked my interest in global consumer behavior and brand building.... To pursue a career path that I was genuinely passionate about, I actively sought out extra-curricular activities and internships in marketing, communications, and public relations that would strengthen my skill sets."

Christine started visiting the CCD as a freshman and began working as CCD Marketing Intern her sophomore year. "Throughout my college career, I've made a consistent effort to utilize the CCD's resources, attend career workshops, stop by drop-in hours during lunch, and set up appointments with career counselors for networking advice, cover letter critiques, and mock interviews.... I attribute much of my professional growth and development to the CCD. The CCD staff has been a constant source of support and guidance," she said. **"When there's no linear career path paved for you by upperclassmen or alumni, you learn to embrace uncertainty, take an active role in your career development, utilize the Center for Career Development's resources, and ultimately, pave your own path."**

80,752
jobs and internships
posted in Handshake
from fall 2017 to
spring 2019



678
unique employers on
campus from fall
2017 to spring 2019

mission: CONNECT

Each year, the CCD facilitates and partners with companies to help forge connections between students and employers. From fall 2018 to spring 2019, students could participate in over 100 events, including the biannual Career and Internship Expo, networking events, Open House and Resumayhem, employer-led career workshops, and employer information sessions. These events span almost every industry and give students valuable connections to help navigate their own career paths.

In addition to connecting with employers on campus, students currently have access to over 10,000 job and internship opportunities through Handshake, the CCD's online career development platform.

Handshake allows students to view company descriptions, apply directly to job and internship postings, RSVP to events, and consult a number of helpful resources to guide them in their career development.

In any given semester, a student might participate in experiential learning opportunities such as job shadowing through Owl Edge Externships; meeting with innovative organizational leaders in new cities on a career crawl; attending coffee chats, tech talks, and case competitions with employers; and even watching 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.



4,765
student applications
submitted via Handshake,
from fall 2017
to spring 2019



484
employer events from
fall 2017 to spring 2019



**CAREER AND INTERNSHIP EXPO
(FALL 2017 - SPRING 2019)**

4,652 **522**
student employer
attendees attendees*



ON CAMPUS INTERVIEWS
(FALL 2017 - SPRING 2019)**

168
employers recruited
on campus

**both fall expos were at capacity for employers, and spring 2019 expo had a waitlist due to space constraints*

***many interviews also happen off campus*

mission: • EMPOWER

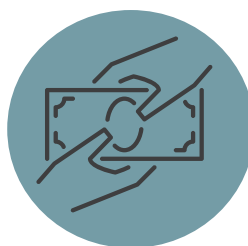
The CCD also facilitates programs that empower students to enhance their career development in a variety of real-world situations, build confidence, and guide future post-graduation plans.

The Owl Edge Externship program provides industry, organization, and job function exploration for students. During winter and spring breaks, students are matched to hosts (alums, parents, and friends of Rice) for one to five days to job shadow a wide range of career paths. **The externship program gives Owls the opportunity to learn about careers they may be interested in pursuing while connecting with professionals for advice, job context, and help in establishing their own professional development goals.** Students who participate in this program leave with a variety of outcomes, including reinforcing a possible career path, relief they can pivot to another path, and everywhere in between.

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 provide access to valuable summer experiences students may not otherwise be able to pursue. **For the summers of 2018 and 2019, the Owl Edge Summer Experience Fund distributed \$181,225 to 77 students.** On behalf of students, the CCD is grateful for the generous donations from Rice alums, their families, parents, and friends who make this initiative possible.



Michaela Dimoff ('16) hosted externs Jason Dennis (left) and Laurel Chen (right) at GE Healthcare in Milwaukee, WI. Alums at GE also hosted externs in multiple GE departments and cities.



FUNDS AWARDED

Over two summers, the Owl Edge Summer Experience Fund awarded

\$181,225



EXTERNSHIP PARTICIPATION (FALL 2017 - SPRING 2019)

577 unique students
321 unique hosts
655 total Owl Edge externships



SHIKHA AVANCHA '19
LOVETT COLLEGE

student testimonial

Shikha Avancha graduated in May 2019 and accepted a position as Associate Consultant at Bain & Company. During Shikha's time at Rice, she completed five externships, ranging in duration from a 1.5 hour phone call to five full days. These experiences provided job-shadowing of Rice parents and alumni in medicine, technology, and consulting — all career fields Shikha was considering. **She credits externships with her decision to change majors and pursue consulting.**

"Through these experiences, I not only solidified what I wanted to do after graduation, but I also made the connections I needed to gain a summer internship in consulting that eventually led to a full-time role. I strongly advise students to take advantage of the externship program to learn what they would like to gain out of their career early on," she said.



TOP WORKSHOP ATTENDANCE (FALL 2017 - SPRING 2019)

- 96 expo prep workshops
- 86 LinkedIn workshops
- 80 resume workshops
- 62 interview prep workshops



TOP EVENT ATTENDANCE (FALL 2017 - SPRING 2019)

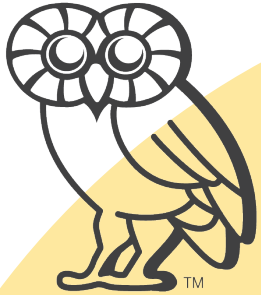
- 1179 Open House
- 181 Resumayhem
- 87 Business Etiquette Lunch



Christine Lo ('19, Weiss) secured a marketing internship in the beauty industry at Benefit Cosmetics in San Francisco. Christine was active in networking, both digitally and through info sessions facilitated by the CCD. Though marketing is not a degree at Rice, she was able to utilize the CCD to form her own job search strategy.

alumni

ADVISORY BOARD



DONALD BOWERS

Vice President,
Federal Reserve Bank of Dallas

JONATHAN CARY

University Recruiting Manager,
Oracle Corporation

JOHN ELDRIDGE

Partner,
Haynes & Boone, LLP

TOM FORNOFF

Partner,
Yvonne Tocquigny Branding Group

MICHAEL GONZALEZ

Medical Director at TEAMHealth,
Memorial Hermann Medical System

STEN GUSTAFSON

Founder,
Parliament Energy Capital, LLC

TAWFIK JARJOUR

Strategy Manager,
Accenture

MICHAEL MAHER

Senior Program Advisor,
Baker Institute, Rice University

KAREN MCDONELL

Retired,
Rice University and McDonell Group

CARMEN REZNIK

Manager,
Shell Chemical

JULIA STALLCUP

Associate,
David Lackey Antiques and Art

CATHRYN RODD SELMAN

Retired,
ExxonMobil

SHAWN SIMMONS

Manager,
ExxonMobil

JULIE TAM

Partner/Realtor,
Lyn Realty

ALBERTO TOHME

President and Principal,
Tohme Consulting

ROBERT TAYLOR

Principal,
Chelsea Architects

CHUCK WHITTEN

Partner,
Bain & Company



employer

ADVISORY BOARD



ANAAM ZAMORANO
Accenture

HANNAH PEACOCK
Alvarez & Marsal

BRIAN WAGNER
BBVA

NICOLE KUEHN
BP

CHELSEA BRUCHS
Capital One

PAULINE MINNAAR
Capital One

DON MIMS
Chevron

DAMON FRAYLON
Chevron

AMANDA MARTINS
Daikin

SAMEER BANDHU
GE

FALONDRIA WILSON
GE

YOLANDA KEMP
Houston Forensic Science Center

GARY BUSHMAN
JP Morgan

BRITTANY UNDERWOOD
JP Morgan

KIMBERLY WOO
JP Morgan

HEATHER DURBIN
LivaNova

MARK JERNIGAN
NASA

CLAIRE HAYHOW
Proctor & Gamble

RASHELL ROBINSON
Shell

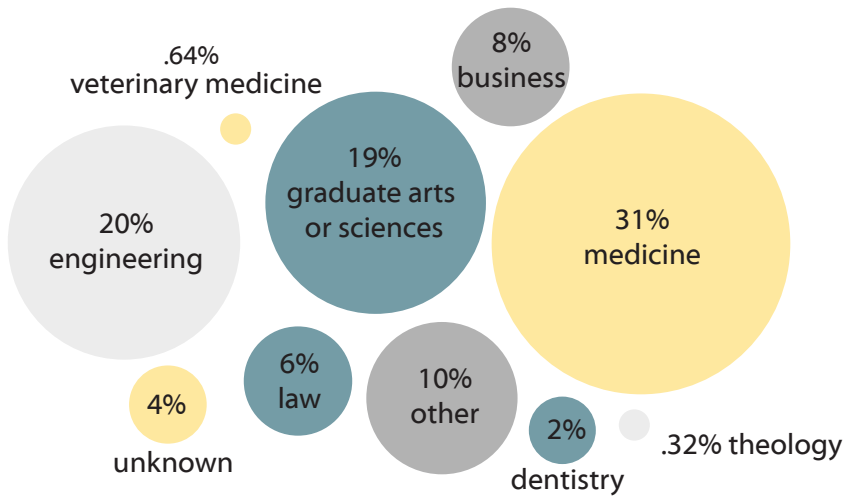
MATTHEW LEMING
TMCx

MARIAH LAWHON
YES Prep Public Schools

CLASS OF 2018:

GRADUATE SCHOOL MAJOR/ AREA OF STUDY

percentages may not equal 100 due to rounding

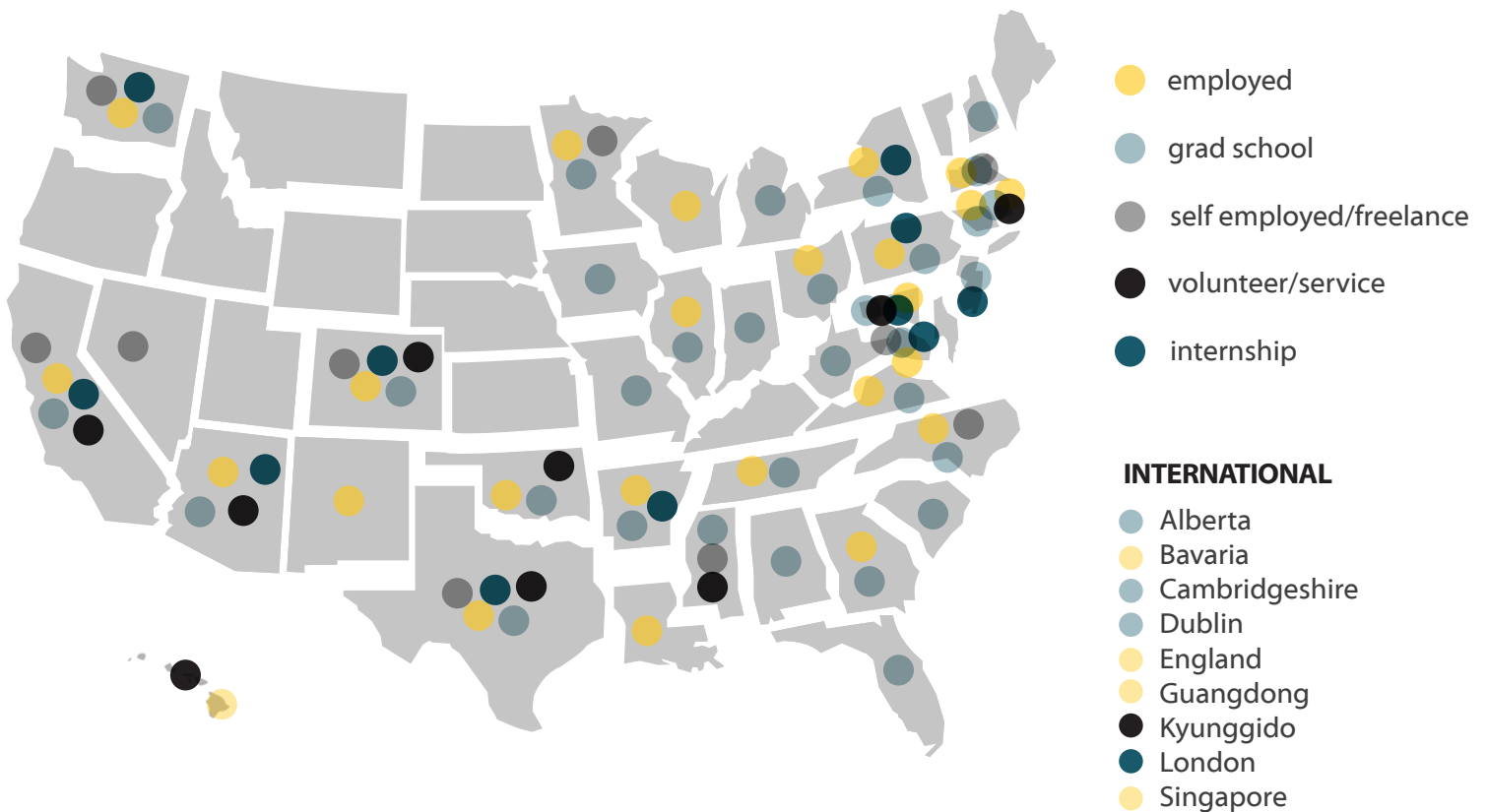


TOP 10 GRAD SCHOOLS

- Baylor College of Medicine
- Columbia University
- Harvard University
- Rice University
- Stanford University
- The University of Texas at Austin
- The University of Texas at Southwestern Medical Center
- The University of Texas Health Science Center at Houston
- University of California, Berkeley
- University of Houston

● organized alphabetically

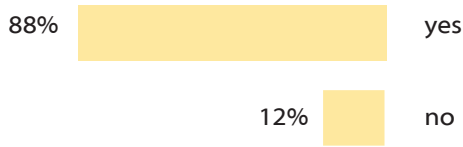
OPPORTUNITIES AROUND THE GLOBE



owls take flight

INTERNSHIPS

students with one or more internship or research experience while at Rice



TOP INDUSTRIES

- internet and software
- management consulting
- oil and gas
- investment banking
- manufacturing - other
- higher education
- healthcare
- non-profit - other
- K-12 education
- aerospace
- investment/portfolio management
- sports and leisure
- civil engineering
- electronic and computer hardware
- scientific and technical consulting

● organized numerically

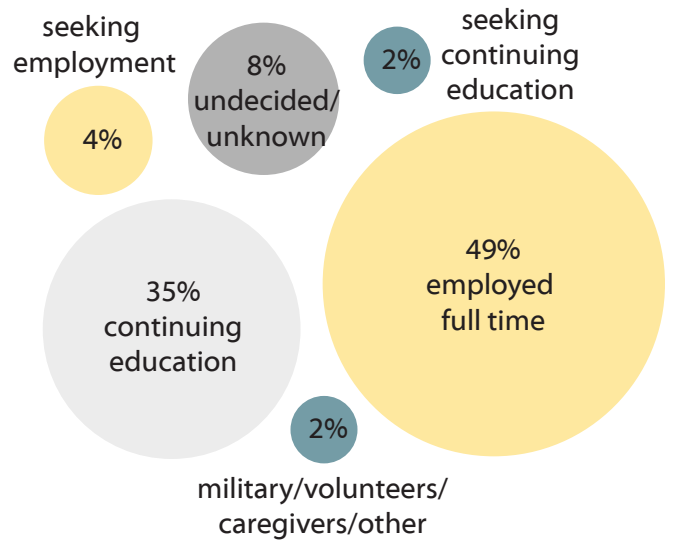
TOP EMPLOYERS

- Accenture
- Baylor College of Medicine
- Epic
- JPMorgan Chase
- Microsoft
- Rice University
- Schlumberger
- Teach for America

● organized alphabetically

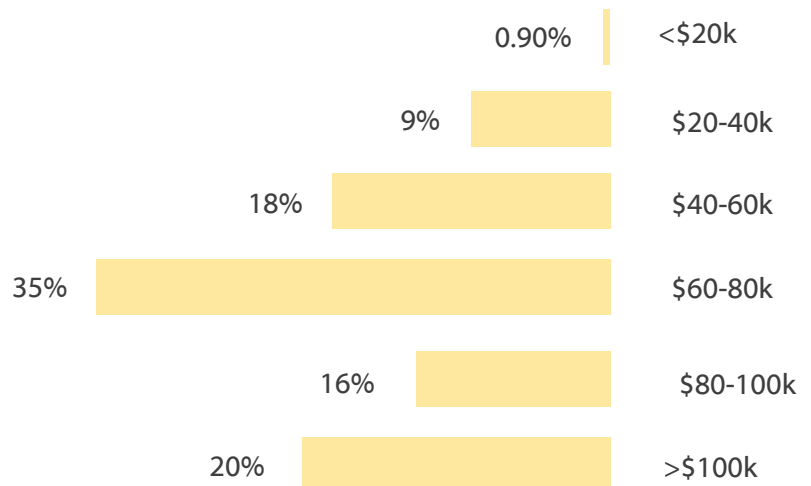
WHERE OWLS ARE LANDING

percentages may not equal 100 due to rounding



STARTING SALARIES FOR STUDENTS EMPLOYED IN A REGULAR ORGANIZATION

percentages may not equal 100 due to rounding



get involved

WITH THE CCD

STUDENTS

Get involved by checking out Handshake to make career counseling appointments, explore resources for mock interviewing, resumes, international employment, and more.

EMPLOYERS

From hosting information sessions, attending Expos, interviewing on campus, and more - the CCD is happy to help connect students with employers.

PARENTS, FRIENDS, AND ALUMNI

The CCD offers mentoring, externship and internship hosting, and other great opportunities to help Owls find and make their place in the world.

FACULTY AND STAFF





CCD staff members serve as liaisons to facilitate campus-wide collaborations and information sharing. Partner with your liaison to identify CCD programs and services to support Owls' career development.



RICE[®]

Center for Career Development

6100 Main St. Houston, TX 77005
713-348-4055 | ccd.rice.edu

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