



CAREER *and* PROFESSIONAL DEVELOPMENT

ANNUAL REPORT

2018-2019

WASHINGTON AND LEE UNIVERSITY
Lexington, Virginia

85%

OF STUDENTS

in the class of 2018
feel confident
to effectively plan
their own career

7

unique
**CAREER
EXPLORATION
TRIPS**

**LAUNCHED
HANDSHAKE,**
the leading online
career platform



10,765

job postings on
HANDSHAKE

3.5

**AVERAGE
APPOINTMENTS**
per student

70

EMPLOYERS
visited campus
to conduct interviews
or information
sessions

2/3

of the student body
either had an

**INDIVIDUAL
APPOINTMENT**
or attended a
BANNER EVENT

96%

of the
CLASS OF 2018
were employed or
attending graduate
school six months
post-graduation

Introduced
a new one-credit
**EXPERIENTIAL
SUMMER
COURSE**
CPD 451

3,657

**TOTAL
APPOINTMENTS**

MET WITH

1,033

STUDENTS
(57% of the student
body) individually

Hired a new staff
member to
specialize in
**EMPLOYER
RELATIONS**
and
**DIVERSITY
INITIATIVES**



Welcome

This year, the Career and Professional Development team was laser-focused on optimizing the student experience. It is our mission to support and empower students to discover, navigate and achieve their career and professional goals through individualized advising and programming. We aim to develop a personalized plan to assist each student every step of the way, from early career exploration to post-grad preparation during his or her four years at W&L. In support of our mission, our goal for the 2018-2019 academic year was to broaden and diversify opportunities through new career events, recruiting partnerships and academic collaborations.



Both new, as well as our traditional, on-campus programs and career trips provided the opportunity for students to build professional networks early in their academic careers. Alumni from all over the country visited Lexington to participate in career exploration panels, workshops and networking sessions. New career trips connected students with alumni and were great learning experiences for those interested in TV and film, fashion and branding, public policy, economics, finance and more. We are excited to continue to build on successes such as these as we respond to growing student interest in new industries.

Last summer, we launched a new jobs and internships platform, Handshake, which facilitated recruiting in new industries with new employers. Over 10,000 opportunities were available to W&L students over the course of the year,

and this is the first platform to formally offer job postings for alumni. The response has been amazing, and student engagement is at an all-time high. Nearly 84% of the student body has active profiles, which is more than 20% above our peer schools.

This year also marked the launch of significant academic career initiatives and collaborations. The CaPD office offered the very first career experiential learning course, CPD 451, and partnered with faculty across many departments in the classroom. In building out and enhancing these new initiatives and opportunities, we are able to equip students with the skills and tools needed to achieve career success and develop the confidence to pursue their goals for life after W&L.

As I travel around the country and internationally, I am thrilled to see the success and determination of our recent graduates and alumni. Looking forward, we want to build momentum in exploring ways to support students beyond graduation, whether in establishing career goals, working through industry changes or contemplating graduate school opportunities. We are grateful for the fantastic support network at Washington and Lee, and we welcome involvement from our alumni, parents and friends of the university. Please contact me if you are interested in visiting campus to share your professional expertise with students, would like to learn more about recruiting Washington and Lee students or if you would like to serve as a career mentor. We are excited about the upcoming academic year and hope to share more success stories in 2020!

John Jensen '01

Dean of Career and Professional Development

Meet Our Team

From orientation to graduation and beyond, the Career and Professional Development Office supports and empowers students and alumni along their personal and professional journey and enables them to bridge the gap between academics and life after Washington and Lee.



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Career Exploration Trips

This year, **91 students** joined the Career and Professional Development team on our **7 unique career exploration** trips to Washington, D.C. and New York City to meet with W&L alumni and connect with potential future employers. Trips included:

- Accounting
- Fashion and Branding
- Investments
- Investment Banking: What's Next?
- Journalism
- Public Policy
- Sports, Events, and Entertainment



Going on the Fashion & Branding trip helped me realize that working in the fashion industry after graduation was a very attainable goal. I saw the way W&L graduates marketed their liberal arts education to employers in the fashion industry, and I knew I could do the same. Furthermore, the trip allowed me to better understand what kind of jobs there are in the fashion industry. Overall, this trip truly showed me that I could turn my dream of working in fashion into a reality.



—Maggie Barker '20



Student Highlights

Percentage of Each Class with an Office Appointment

70%
Class of 2019
(Seniors)

64%
Class of 2020
(Juniors)

63%
Class of 2021
(Sophomores)

33%
Class of 2022
(First-Years)



ETHAN FISCHER '20

Major: Economics

Ethan spent his 2019 summer working as a Summer Business Analyst at McKinsey and Company in Cleveland, Ohio. He says that a big highlight of his summer was getting a call during his initial week of training informing him that he'd be catching a flight to his client in Zurich, Switzerland two days later.



Working as a Career Fellow adds a deeper perspective to all the uniqueness that W&L students bring to the school. It's incredibly educational to help fellow students out with their resumes, as their diversity of experiences highlights the breadth of fantastic study abroad, service, and internship opportunities that exist.



The spring of my sophomore year, I joined CaPD on the AdMarComm trip to New York, visiting companies like Edelman and Prosek. Junior year, I went on a similar trip to D.C. focusing on journalism and visiting companies such as Politico, NPR, and Bloomberg. I really valued these opportunities to talk to alumni about their post-grad experience and see firsthand what a day in their professional lives looked like.



TATE MIKKELSEN '20

Major: Business Journalism with a minor in Digital Culture and Information

For her summer 2019 internship, Tate interned with Washington Business Journal outside of Washington, D.C. She says that being published in such a successful newspaper while gaining field experience was rewarding and helpful as she enters her senior year at W&L.





NICK ST. PIERRE '21

*Major: Engineering
with a minor in
Computer Science*

Nick has landed an internship with the U.S. Army's Ground Vehicle Systems Center Robotics Team for the summer of 2020. He is excited to work with the team to help research, develop, and test autonomous vehicles.



One of my best memories in the CaPD office was through an advising meeting my first year at W&L. We went over multiple essays for scholarships and developed my resume, which has helped me obtain my U.S. Army internship in Detroit. Over the past year, I have enjoyed helping many of my friends and classmates with their resumes, cover letters, and applications. I look forward to helping even more people this coming year!



The Career and Professional Development Office was immensely helpful when it came to figuring out what careers I wanted to pursue. I went on two career exploration trips (Accounting and Investments), which allowed me to see and hear first-hand what alums do in their respective roles. Multiple members of the CaPD staff helped me navigate the recruitment process and inspired me to become a Career Fellow and help my peers.



KANA WHITE '20

*Major: Economics
with a minor in
Poverty and Human
Capabilities Studies*

Kana worked as a 2019 Investment Banking Summer Intern with the Public Sector & Infrastructure Group at Goldman Sachs in New York City. She says that because she was often balancing multiple projects, she was able to work with employees across different offices and get exposure to all different sides of the investment banking industry.



I got to know the Career and Professional Development Office through Molly Steele—the Director of Student Advising and an advisor on my first year pre-orientation trip—who really helped me start thinking about what I wanted to explore. The Career Advisors in CaPD have always been able to guide me through various career decisions and pointing me towards work that I enjoy.



ABBY YU '20

*Major: Business
Administration
and German*

This past summer, Abby gained experience in the marketing world as a Client Engagement Intern at VMLY&R in Cincinnati, Ohio. Having worked mainly on the company's Mars Inc. account, Abby says she loved getting to work with all of the candy brands!

Student Events and Programs

CAREER PANELS

- Accounting Career Panel
- Black Alumni Reunion Weekend Career Conversations
- Careers in Earth and Environmental Science
- Law School Admissions
- Physics and Engineering Career Panel



CONSULTING DAY

Alumni from top management consulting firms visit campus for this day-long event to share their knowledge, experience, and advice for students interested in consulting careers, with a focus on case interview preparation. CaPD, the Williams School, and Washington and Lee Student Consulting (WLSC) collaborate on the event.

DATACON

This event highlights the impacts of data analytics, big data and statistical computing across a variety of industries. W&L's Data Science Cohort, the Career and Professional Development Office and the Williams School sponsor the event.

ETIQUETTE DINNER

The Etiquette Dinner provides students with tips and live practice for professional networking and dining so they can successfully navigate professional events.

INTERVIEW MADNESS AND RESUMANIA

Interview Madness and Resumania are professional development programs in which Career Advisors and peer volunteers work with students to improve interview skills and edit professional documents.

PRE-LAW EVENTS

Law School 101 is an event in which students learn about the law school application process, data on law school admissions and post-law school hiring trends. The Law School Fair — open to students from all majors and class years — welcomed over 25 law school participants this year.



REAL ESTATE FORUM

The Real Estate Forum brings alumni in the real estate industry together to develop professional relationships with other alumni and engage with the growing real estate program at W&L. The two-day event features networking sessions, panel discussions and a luncheon keynote address.



SOCIAL IMPACT SUMMIT

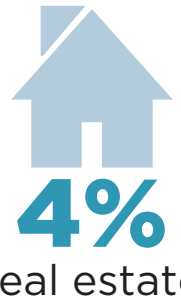
The Social Impact Summit brings alumni from a wide range of professional backgrounds to campus to share their experiences and help students and fellow alumni explore careers that enable them to have a positive impact on communities, social organizations and the individuals they serve.

TRAINING THE STREET

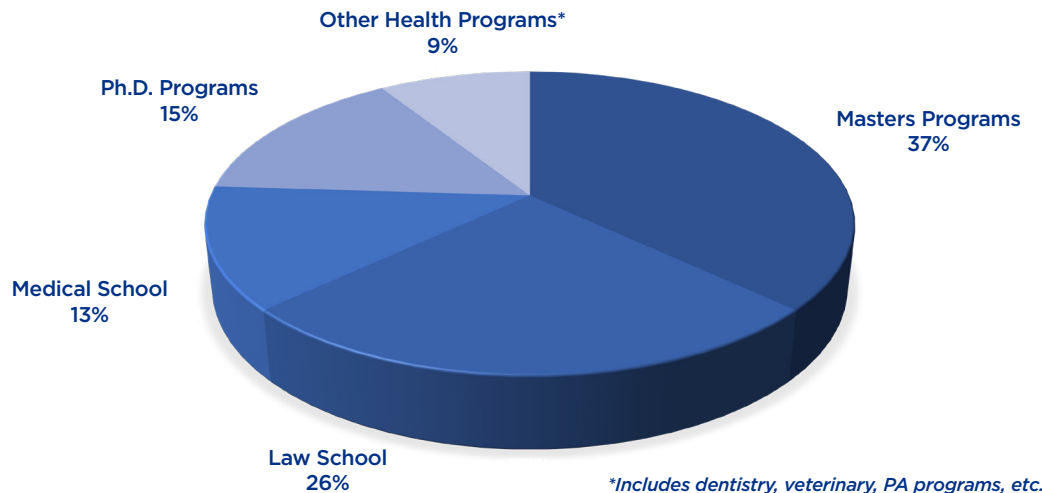
Training the Street is a full day course that provides students interested in careers in finance with the same training that is now the standard for Wall Street firms, private equity firms and consulting firms. This year, 63 students participated.

Outcomes

The **Class of 2019** is headed to more than 300 distinct companies and graduate schools. These students find themselves working and studying around the world at some of the most prestigious firms and universities.



17%
of the
graduating
class —
more than
75 graduates
— will attend a
graduate program
in the fall.



Notable Employers



Post-Graduate Destinations 2019

Employers:

A. T. Kearney, Inc.	Deutsche Bank	Lucid Software, Inc.	Strategic Investment Group
Accenture PLC	Dickinson Williams & Company	M&T Bank Corporation	SunTrust Robinson Humphrey
Advanced Resources International, Inc.	East Point Energy	MarginEdge Co.	SVB Leerink LLC
Allie Beth Allman & Associates	Eastdil Secured, LLC	Marsh & McLennan Companies, Inc.	Teach For America
Alogent	Edelman	Massachusetts General Hospital	The Beacon Group
Altus Group Limited	Egidio Assante Wealth Management, LLC	McKeon Rolling Steel Door Co., Inc.	The Daily Caller
Amazon.com, Inc.	Epic Systems Corporation	Merkle Inc.	The Expert Institute
American Beverage Association	Ernst & Young (EY)	MetLife, Inc.	The Ohio State University Wexner Medical Center
Bain & Company	Evercore, Inc.	Miami Heat	The Peace Corps
Bank of America Merrill Lynch	Federal Deposit Insurance Corporation (FDIC)	Mooring Financial Corporation	The Princeton Review
BB&T	Fischer Investments	MRC Smart Technology Solutions	The Wall Street Journal
BDO USA, LLP	Fletcher Consulting Co.	MullenLowe Mediahub	Transwestern
Beacon Capital Partners, LLC	FTI Consulting, Inc.	National Institutes of Health (NIH)	Trinity Fellows
Berkeley Research Group, LLC	Fulbright U.S. Scholar Program	Norfolk Capital Group	Turner Construction Company
Bessemer Trust	GEICO	Oracle	U.S. Army Medical Research Institute for Chemical Defense
BlackRock, Inc.	Goldman Sachs Group, Inc.	OTO Development, LLC	U.S. Bancorp
Bloomberg News	Grayback Forestry	OutboundEngine	U.S. Department of Defense
Bloomington's Executive Development Program	Hanover Research, Inc.	Patomak Global Partners, LLC	Udall Center for Parkinson's Research at the University of Pennsylvania
Boston Consulting Group	Harris Williams & Co.	Peachtree Orthopedics	Unison Global
Box, Inc.	Harvard University Research	Piper Jaffray & Co.	United Bank, Inc.
Brown Brothers Harriman & Co.	Havas	PricewaterhouseCoopers (PWC)	United Nations
Cain Brothers & Company, LLC	HIS Markit Ltd.	PURE Risk Management, LLC	University of Delaware Speech, Phonetics, & Phonology Laboratory
Cambridge Associates, LLC	Holliday Fenoglio Fowler LP (HFF)	Purple Strategies	Unto These Hills
Capital One	Ipreo Holdings LLC	Red Ventures	VR Partners LLC
Charles River Associates	Japan Exchange and Teaching Program (JET)	Richmond Investment Group	Walker & Dunlop, Inc.
Children's National Health System	Jaros, Baum & Bolles (JB&B)	Robert W. Baird & Co.	Walmart, Inc.
Cisco Systems, Inc.	JDA Software Group, Inc.	Ross Stores, Inc.	Wells Fargo & Company
Citigroup Global Markets, Inc.	Jefferies Group, LLC	S&P Global, Inc.	WGME
CNBC, LLC	Johnson Development Associates, Inc.	Sachs Media Group	Willis Towers Watson
Coker Capital Advisors	JPMorgan Chase & Co.	Saks Fifth Avenue	Workday, Inc.
Comcast Corporation	Keefe, Bruyette & Woods, Inc.	Sands Capital Management	World Wildlife Fund (WWF)
Compass Group North America	Kobre & Kim, LLP	SapientRazorfish	WPA Intelligence (WPAi)
Cowen Inc.	KPMG International	Senior Services of Alexandria	Yellowstone National Park
Credit Suisse Group	Lee Street Theatre	Societe Generale	
Cushman & Wakefield Inc.	LifeSci Advisors	Specialty Equipment Market Association (SEMA)	
DealCloud, Inc.	Lincoln International, LLC	Stephens Inc.	
Department of Navy SPAWAR			



Graduate Schools:

Baylor College of Medicine	Northeastern University	University of California, Hastings	University of Tennessee
Carnegie Mellon	Oxford University	University of Chicago Law School	Health Science Center
Carnegie Mellon College of Engineering	Purdue University	University of Dayton	University of Texas Health Science Center at Houston (UTHealth)
Columbia University School of Nursing	Rensselaer Polytechnic Institute	University of Florida College of Medicine	University of Vermont
Cornell Law School	Rochester University	University of Georgia	Larner College of Medicine
Courtauld Institute of Art	The George Washington University Law School	University of Georgia College of Veterinary Medicine	University of Virginia McIntire School of Commerce
Duke University	The Mason School of Business at the College of William and Mary	University of Illinois	University of Virginia School of Engineering
Duke University Fuqua School of Business	The Ohio State University	University of Iowa Carver College of Medicine	University of Virginia School of Law
Emory University School of Law	The Ohio State University Fischer College of Business	University of Maryland	University of Virginia School of Medicine
George Washington University School of Nursing	The Ohio State University Moritz College of Law	University of Michigan	University of Wisconsin-Madison
Georgetown University	The University of British Columbia	University of Notre Dame Law School	University Sheffield
Harvard Medical School	The University of Texas at Austin School of Law	University of Oklahoma College of Law	Wake Forest University School of Business
Lake Erie College of Osteopathic Medicine	The University of Texas Southwestern Medical School	University of Pennsylvania	Wake Forest University School of Law
Maastricht University	University of Florida Levin College of Law	University of Pennsylvania Law School	Washington and Lee University School of Law
Medical University of South Carolina	University of Alabama School of Dentistry	University of Pittsburgh School of Medicine	West Virginia University School of Medicine
NC State University College of Engineering		University of Richmond School of Law	
NC State University College of Veterinary Medicine		University of Tennessee College of Law	
New York School of Interior Design			

Looking Ahead: Goals for 2019-2020

LAUNCH

alumni resources
and communication
channels

GROW and **SPECIALIZE**

the Career Fellow
Program

PARTNER

with Dean for
First-Year
Engagement
on a pilot course
on extended
orientation for
first-year
students

BROADEN OPPORTUNITIES

for career
exploration in
new or growing
student interest areas
through new trips
and programs



CAREER *and*
PROFESSIONAL
DEVELOPMENT

WASHINGTON^{AND}LEE
UNIVERSITY

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