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

70 employers visited campus to conduct interviews or information sessions

3.5 AVERAGE APPOINTMENTS per student

3,576 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

96% MET WITH STUDENTS (57% of the student body) individually

1,033 TOTAL APPOINTMENTS

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

Introduced a new one-credit EXPERIENTIAL SUMMER COURSE CPD 451
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

<table>
<thead>
<tr>
<th>Class of 2019 (Seniors)</th>
<th>70%</th>
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<tbody>
<tr>
<td>Class of 2020 (Juniors)</td>
<td>64%</td>
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<tr>
<td>Class of 2021 (Sophomores)</td>
<td>63%</td>
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<tr>
<td>Class of 2022 (First-Years)</td>
<td>33%</td>
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Student Highlights

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."

TATE MIKKELSEN ’20
Major: Business Journalism with a minor in Digital Culture and Information

The spring of my sophomore year, I joined CaPD on the AdMarCommm 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.

"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.

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!

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.

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.
### 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.

- **16%** finance
- **5%** healthcare
- **6%** consulting
- **3% technology
- **4%** real estate
- **3%** advertising, marketing and communications

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

Notable Employers

- Amazon
- Bain & Company
- BCG
- Bloomberg
- Box
- Citi
- CNBC
- Edelman
- EY
- Fulbright
- Goldman Sachs
- Oracle
- PwC
- S&P Global
- Saks Fifth Avenue
- Walker & Dunlop
- WSJ
Post-Graduate Destinations 2019

Employers:

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

Graduate Schools:

- Baylor College of Medicine
- Carnegie Mellon
- Carnegie Mellon College of Engineering
- Columbia University School of Nursing
- Cornell Law School
- Courtauld Institute of Art
- Duke University
- Duke University Fuqua School of Business
- Emory University School of Law
- George Washington University School of Nursing
- Georgetown University
- Harvard Medical School
- Lake Erie College of Osteopathic Medicine
- Maastricht University
- Medical University of South Carolina
- NC State University College of Engineering
- NC State University College of Veterinary Medicine
- New York School of Interior Design
- Northeastern University
- Oxford University
- Purdue University
- Rensselaer Polytechnic Institute
- Rochester University
- The George Washington University
- The Mason School of Business at the College of William and Mary
- The Ohio State University
- Fischer College of Business
- The Ohio State University Mortiz College of Law
- The University of British Columbia
- The University of Texas at Austin School of Law
- The University of Texas Southwestern Medical School
- University of California, Hastings
- University of Chicago Law School
- University of Dayton
- University of Florida College of Medicine
- University of Georgia
- University of Georgia College of Veterinary Medicine
- University of Illinois
- University of Iowa Carver College of Medicine
- University of Maryland
- University of Michigan
- University of Notre Dame Law School
- University of Pennsylvania
- University of Pennsylvania Law School
- University of Pittsburgh School of Medicine
- University of Richmond School of Law
- University of Tennessee College of Law
- University of Tennessee Health Science Center
- University of Texas Health Science Center at Houston (UTHHealth)
- University of Vermont Larner College of Medicine
- University of Virginia McIntire School of Commerce
- University of Virginia School of Engineering
- University of Virginia School of Law
- University of Virginia School of Medicine
- University of Wisconsin-Madison
- University of Western Ontario
- Wake Forest University School of Business
- Wake Forest University School of Law
- Washington and Lee University School of Law
- West Virginia University School of Medicine
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
Washington and Lee University is an equal opportunity institution.
Complete non-discrimination statement at go.wlu.edu/eeo.