

# Annual Report

## 2015-2016



CAREER SERVICES  
AT PRINCETON UNIVERSITY



# Welcome

On behalf of the entire Career Services team, I'm delighted to share our annual report for the 2015-16 academic year. Over the past three years, we have been reimagining Career Services at Princeton and innovating nearly every aspect of our strategy to have a more transformative impact on students' career development.

Our holistic and highly personalized model is focused on self-reflection, exploration and alignment. Rather than concentrate solely on securing a first job after graduation, we assist students in proactively designing their careers and lives in ways that help them discover and pursue meaningful opportunities throughout their lifetime.

We're taking a collaborative, community-wide approach by mobilizing the support of Princeton's extraordinarily dedicated alumni base, along with faculty, staff, families and employers to build a Tiger Career Community. We're grateful for this network, which helps us empower all students with access to a broad range of mentors, advocates and champions.

This year, we saw strong evidence of the impact of our new model. More than 90 percent of the undergraduate student body engaged with our office via appointments, programs and events or online. We also engaged with hundreds of alumni partners who offered advice and experiential opportunities for students. One of the most telling signs of the impact of these connections is that more than 23 percent of the Class of 2016 reported that the advice they received from alumni via Career Services-sponsored programs influenced their post-graduation plans.

As we look ahead, we are excited to inspire students to chart their own unique paths and to connect current and future Princetonians with a world of possibilities.

With sincere gratitude,

A handwritten signature in black ink, reading "Eva Kubu".

Eva Kubu, Interim Executive Director

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# REFLECT

Everyone's interests, skills and strengths evolve over time. Through ongoing reflection, each and every experience can help students discover valuable insights about themselves and how they can find meaning, purpose and satisfaction.



# EXPLORE

Opportunities on and off-campus play an essential role in skill development and illustrate potential career options. Seek out classes, leadership opportunities, internships/jobs and activities that can provide hands-on experience and build connections.



# PREPARE

Before engaging in conversations with alumni and employers, develop a strategy and goals tailored to the specific situation or opportunity. Create and refine a unique personal narrative and practice communicating it.



# PURSUE

Identify an opportunity of interest, and implement a strategy to pursue it based on reflection, exploration and preparation. No matter the outcome, reflection should follow this step.







## Our Mission

We help our students define a unique career and life vision, and then connect them in multidimensional, personalized ways to the resources, people, organizations and opportunities that will enable them to make their visions a reality.

## Reflection is at the core

Career development is not a linear process and each person's journey will unfold in different ways. Our personalized approach is designed to help Princetonians develop the skills to proactively manage their careers and find meaningful work throughout their life. Reflection is central to this process. Conversations with classmates, friends, family, alumni and others in the Princeton community will play an important role.





## Career & Life Vision Program

The foundation of our approach, the Career & Life Vision philosophy teaches students how to pose meaningful questions about themselves to guide their decisions and how to use each part of the Princeton experience to help explore their passions and potential career interests. Our goal is to catalyze a lifelong process of self-reflection to help them find meaningful work.



attendees in 2015-16

## Career Advising

We provide one-on-one advising for all Princeton undergraduates, graduate students and alumni. From students spending their first days on campus to alumni interested in new careers, we help Princetonians reflect on their values and strengths, pursue opportunities that match their unique interests and design personalized plans to achieve their goals.



*Career Services is one of the best departments on campus. People leave feeling soothed and prepared to apply and are empowered with actions and next steps in their lives.*

*~ Mallory Banks '16*

5,781

career advising  
appointments



## Career Education

We offer a broad range of programs for students and alumni including skill-building workshops, experiential opportunities providing an inside look into various professions and events designed to help students begin building a professional network.



# 353

programs and events  
were offered in 2015-16

## Student-Alumni Engagement

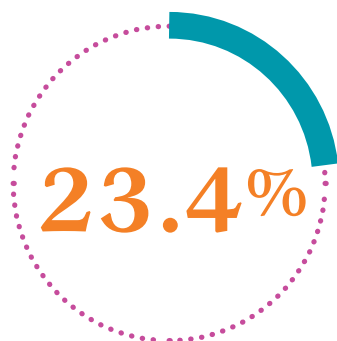
Alumni play a critical role in assisting Princeton students in the exploration of potential career paths. Our student-alumni engagement strategy focuses on making the alumni network more visible to students, fostering curated mentorship opportunities and equips students to proactively contact alumni for advice, career exploration and more.



# 352

alumni participated in  
events and/or hosted  
Princeternships

*From mentorship to job opportunities, Career Services provides the events and network to fully leverage the wealth of opportunity that Princeton alumni provide.*  
~Justin Ziegler '16



of seniors reported connecting with  
alumni through Career Services and  
receiving helpful advice





3,299

on-campus interviews for  
jobs and internships

## Employer Engagement

A wide range of employers come to campus every year as part of our on-campus recruiting program. We are also using students' reported interests to help guide our outreach efforts to develop relationships and cultivate opportunities for Princetonians in the areas that interest them most.



27,019

applications submitted through  
Handshake, our online career  
management system.



1,200

new employers identified based  
on student preferences







## New Initiatives

### Diversity, Equity & Inclusion Efforts

We created an employer outreach strategy focused on developing recruiting relationships with organizations recognized for diversity and launched the Dinner with 12 Tigers series featuring alumni from underrepresented, first-generation or low-income backgrounds sharing their experiences and advice.

### Princeternship Site Visits

Our signature alumni-shadowing externship program was expanded to include a day of site visits to alumni workplaces in New York City over spring recess.

### Arts/Work

The Arts/Work program strengthens the Princeton arts community by bringing together students, alumni and artists in the New York City area through speaker and panel discussions, performances, site visits and social events during the summer. The program is co-sponsored by the Lewis Center for the Arts and the Princeton Arts Alumni.



students and alumni participated in Arts/Work events last summer.

*This summer I'll be an editorial and production intern at Time Inc. I found out about the opportunity through a Princeternship site visit my sophomore spring hosted by Tom Weber, a member of the Class of 1989.*

*~Lavinia Liang '18*

# Get Involved

Alumni, faculty, staff, family and employers play a critical role in career exploration and discovery for Princeton students. The Office of Career Services is committed to establishing strong relationships to facilitate meaningful connections for our students and alumni, and we invite you to get involved.



## Share Your Insight and Experience

From hosting Princeternships to leading workshops to having casual career exploration conversations, there are dozens of opportunities every year where you can share advice and inspire students during in-person and virtual events. Interested in helping? Send us an email at [careerservices@princeton.edu](mailto:careerservices@princeton.edu).



## Recruit Princetonians

There are multiple ways employers can get involved including attending Meetup recruiting events, hosting information sessions and interviews on campus, and posting job and internship positions for undergraduates, graduate students and alumni. Learn about how you can get started by contacting our Employer Outreach team at [employeroutreach@princeton.edu](mailto:employeroutreach@princeton.edu).



## Join Us

We always welcome additions to the Tiger Career Community, a network of alumni, family, employer, faculty and staff advocates who volunteer to provide advice, mentorship and more for students. Have an idea about ways you may be able to help? We want to hear from you. Send an email to [careerservices@princeton.edu](mailto:careerservices@princeton.edu) with the subject "I'd like to get involved."



MEET THE STAFF



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Interim Executive Director



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Project Manager



**Dawn Morton**  
Front Desk Administrator



**Justin Kazlauskas**  
Computer Support Specialist



# Class of 2016 Post-Graduation Outcomes

Each year we survey the outgoing senior class to gather information about their plans within six months of graduation. Post-graduation plans were reported for 1,287 (99.9 percent) of the 1,288 graduates of the Class of 2016. For more information on outcomes, visit: [careerservices.princeton.edu/annual16](http://careerservices.princeton.edu/annual16).

72.2%

accepted  
employment



18.5%

pursued further  
education

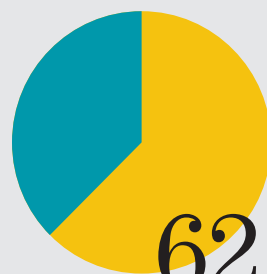
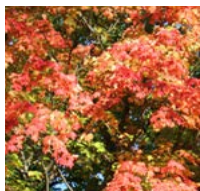
\$68,422

average starting salary for  
those employed full-time



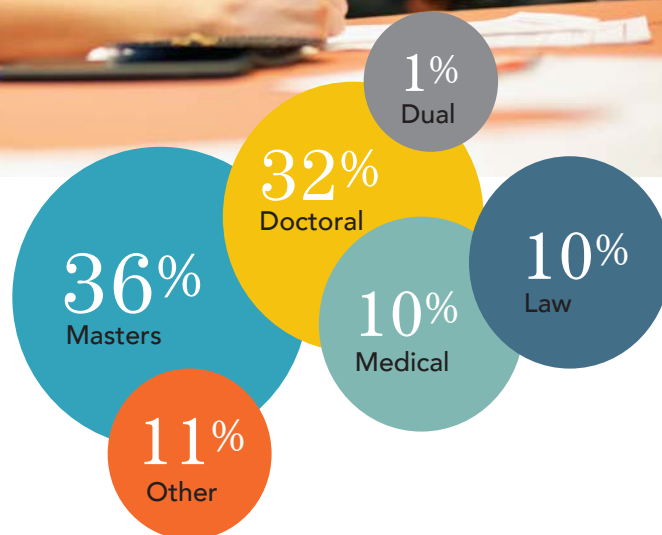
18.8%

employed full-time at nonprofit  
organizations or in service-based roles



62.4%

reported Career Services  
resources helped determine  
their post-graduation plans.



#### Top Schools by Number of Graduates Attending

Massachusetts Institute of Technology	16
Princeton University	14
Stanford University	14
University of Pennsylvania	14
Columbia University	11
Harvard University	11
University of California, Berkeley	10



## Top Industries\*



18.9%

Professional, Scientific,  
and Technical Services



14.1%

Finance & Insurance



6.8%

Information



3.3%

Educational Services

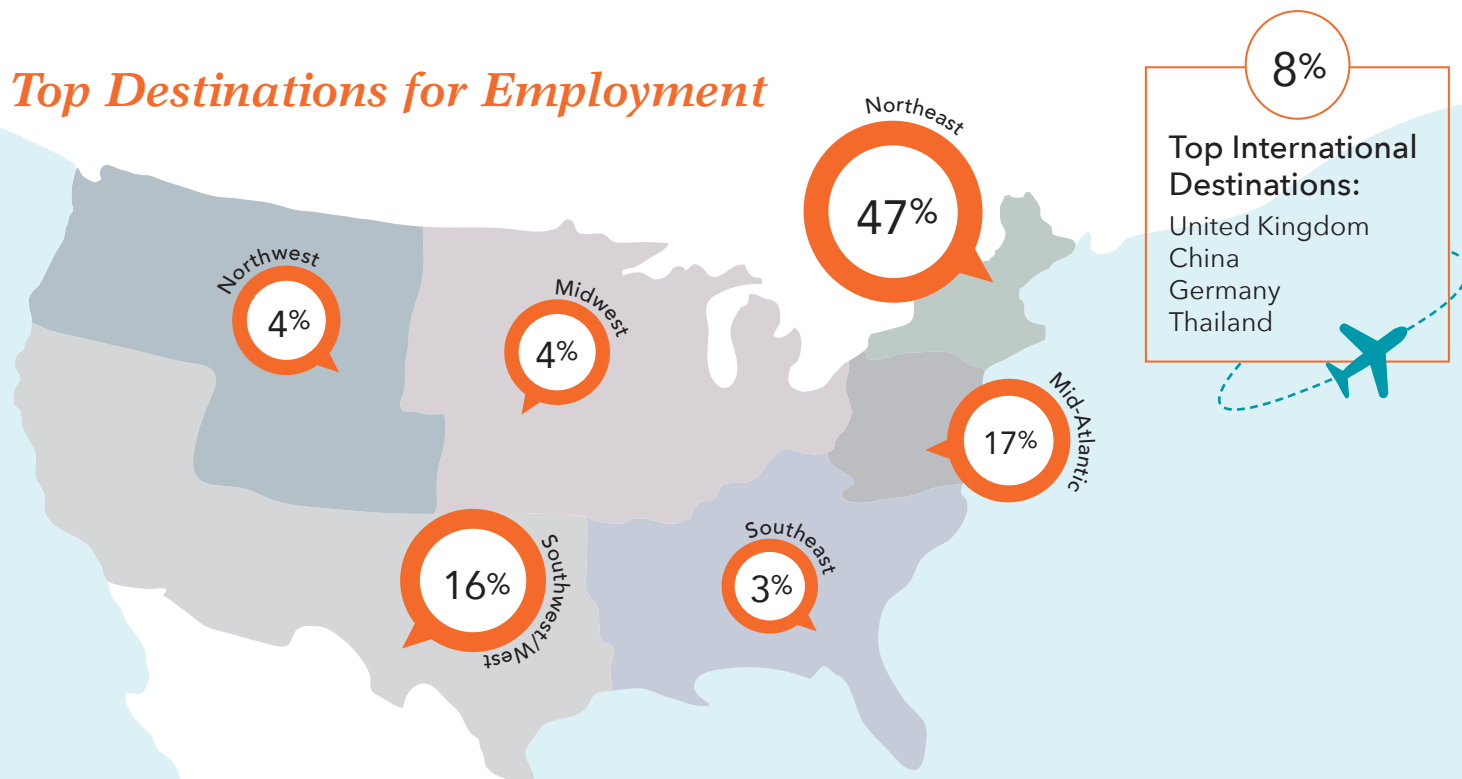


3.2%

Health Care and  
Social Assistance

\* Based on the North American Industry Classification System (NAICS), a standardized classification used to analyze and publish data related to U.S. business and the economy.

## Top Destinations for Employment



Region breakdown: Mid-Atlantic (DC, DE, MD, NJ, PA, VA, WV); Midwest (IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI); Northeast (CT, MA, ME, NH, NY, RI, VT); Northwest (AK, CO, ID, MT, OR, UT, WA, WY); Southeast (AL, AR, FL, GA, KY, LA, MS, NC, PR, SC, TN); Southwest/West (AZ, CA, HI, NM, NV, OK, TX); International (Africa/Sub-Saharan, Canada, East Asia/Pacific, Europe/Euroasia, Latin America/Caribbean, Near East, South/Central Asia)



## Full-time Salary Averages by Industry & Job Function

Salary figures are summarized below for job functions and industries with five or more respondents. Industry categories are based on the North American Industry Classification System (NAICS), and job functions were determined using the Standard Occupational Classification System (SOC).

Occupational Job Function	Number Reporting	Salary Average	Salary Range
Business and Financial Operations	285	\$71,904	\$30,000 - \$130,000
Computer and Mathematical	127	\$96,399	\$24,960 - \$150,000
Sales and Related	38	\$80,013	\$22,880 - \$130,000
Architecture and Engineering	30	\$69,719	\$37,440 - \$106,080
Education, Training, and Library	27	\$38,259	\$21,000 - \$80,000
Healthcare Practitioners and Technical	27	\$36,645	\$20,000 - \$54,000
Legal	18	\$47,063	\$30,000 - \$80,000
Life, Physical, and Social Science	16	\$39,887	\$20,000 - \$65,000
Management	12	\$42,528	\$24,000 - \$115,000
Arts, Design, Entertainment, Sports, and Media	11	\$32,062	\$21,840 - \$50,000
Office and Administrative Support	5	\$41,740	\$31,200 - \$55,500
Military Specific	5	\$36,934	\$34,000 - \$40,000

Industry	Number Reporting/Total	Salary Average	Salary Range
Professional, Scientific, and Technical Services	206 / 244	\$67,327	\$24,960 - \$130,000
Finance and Insurance	159 / 181	\$83,610	\$30,000 - \$150,000
Information	73 / 87	\$91,332	\$21,840 - \$120,000
Health Care and Social Assistance	31 / 41	\$38,742	\$20,000 - \$100,000
Manufacturing	24 / 34	\$67,782	\$25,000 - \$106,080
Educational Services	22 / 42	\$37,218	\$20,000 - \$54,000
Administrative and Support and Waste Management Remediation Services	17 / 20	\$50,441	\$35,000 - \$105,000
Other Services (except Public Administration)	17 / 35	\$34,630	\$20,000 - \$43,000
Wholesale Trade	15 / 18	\$82,700	\$37,500 - \$150,000
Public Administration	13 / 21	\$43,853	\$29,120 - \$80,000
Retail Trade	13 / 18	\$69,931	\$37,000 - \$115,000
Arts, Entertainment, and Recreation	5 / 12	\$35,702	\$30,000 - \$46,000
Real Estate and Rental and Leasing	5 / 6	\$58,600	\$33,000 - \$90,000
Unknown/Unspecified	52 / 132	\$50,451	\$20,000 - \$200,000

## Employment by Industry 2016

The chart on the following pages shows the range of industries represented in the employment plans of the Class of 2016 compared to the Class of 2015. The industries listed in the chart below are based on the North American Industry Classification System (NAICS), a standardized industry classification system used by federal statistical agencies and the Hoover's Business Database to analyze and publish data related to U.S. businesses and the economy. This system offers comprehensive industry categories and subcategories and illustrates the wide range of industries our graduates pursue after Princeton.

Figures and sample employers are not listed where less than five students reported pursuing employment.

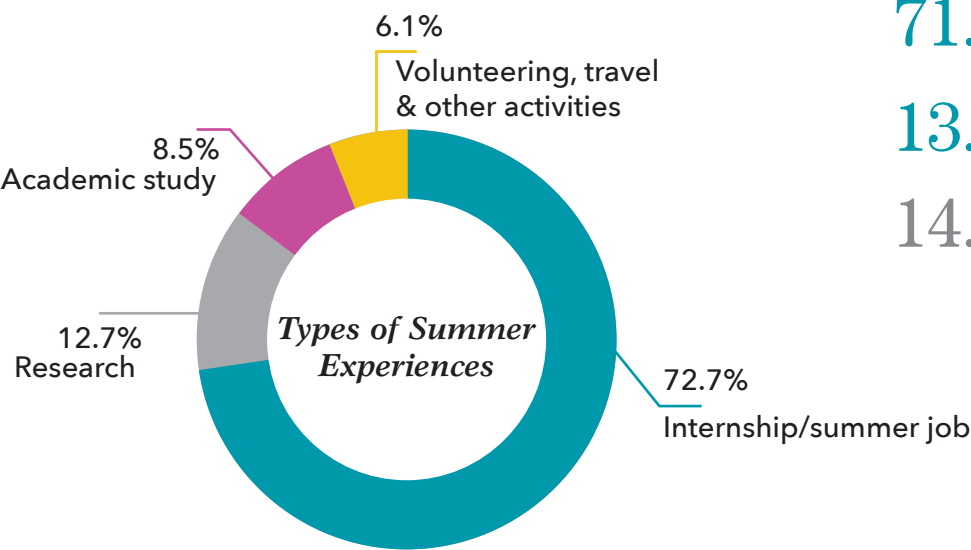
Primary NAICS Industry Category	Sample Employers	2016		2015	
		Number Employed	Percent of Class	Number Employed	Percent of Class
Professional, Scientific, & Technical Services	Bain & Company, Bloomberg L.P., Boston Consulting Group, Cornerstone Research, CPSC Partners, Deloitte, IBM, JRI America, Inc., McKinsey & Company, Oliver Wyman, OpenBiome, Palantir Technologies, PwC Strategy&,Yext	244	18.9%	229	18%
Finance & Insurance	Barclays, BlackRock, Citi, Credit Suisse, Deutsche Bank, Goldman Sachs, JPMorgan, Chase & Co., Morgan Stanley, Two Sigma	181	14.1%	186	14.6%
Information	Google, Microsoft & Facebook	87	6.8%	101	7.9%
Educational Services	—	42	3.3%	50	3.9%
Health Care & Social Assistance	National Institutes of Health	41	2.1%	27	2.1
Other Services (except Public Administration)	—	35	2.7%	36	2.8%
Manufacturing	—	34	2.6%	29	2.3%
Public Administration	—	21	1.6%	20	1.6%
Administrative & Support Services	Teach for America	20	1.6%	20	1.6%
Wholesale Trade	—	18	1.4%	14	1.1%
Retail Trade	—	18	1.4%	13	1.0%
Arts, Entertainment, & Recreation	—	12	0.9%	5	0.4%

Primary NAICS Industry Category	Sample Employers	2016		2015	
		Number Employed	Percent of Class	Number Employed	Percent of Class
Real Estate & Rental & Leasing	—	6	0.5%	5	0.4%
Construction	—	5	0.4%	Less than 5	—
Management of Companies & Enterprises	—	5	0.4%	Less than 5	—
Transportation & Warehousing	—	Less than 5	—	6	0.5%
Accommodation & Food Services	—	Less than 5	—	Less than 5	—
Utilities	—	Less than 5	—	Less than 5	—
Mining, Quarrying, & Oil & Gas Extraction	—	Less than 5	—	—	—
Unspecified	—	132	10.2%	139	10.9%



# 2016 Summer Experience Survey Report

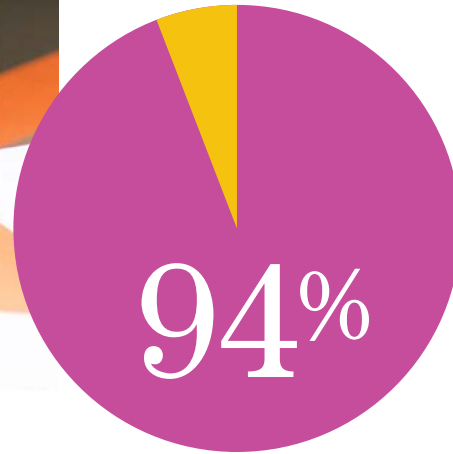
Internships, jobs and academics provide valuable opportunities for students to explore career-related interests and develop their skills. Each year, we survey undergraduate students to identify the ways they spent their summer. The following summarizes the responses from 1,704 students from the Classes of 2017, 2018 and 2019, and information from academic departments and employers.



## Funding

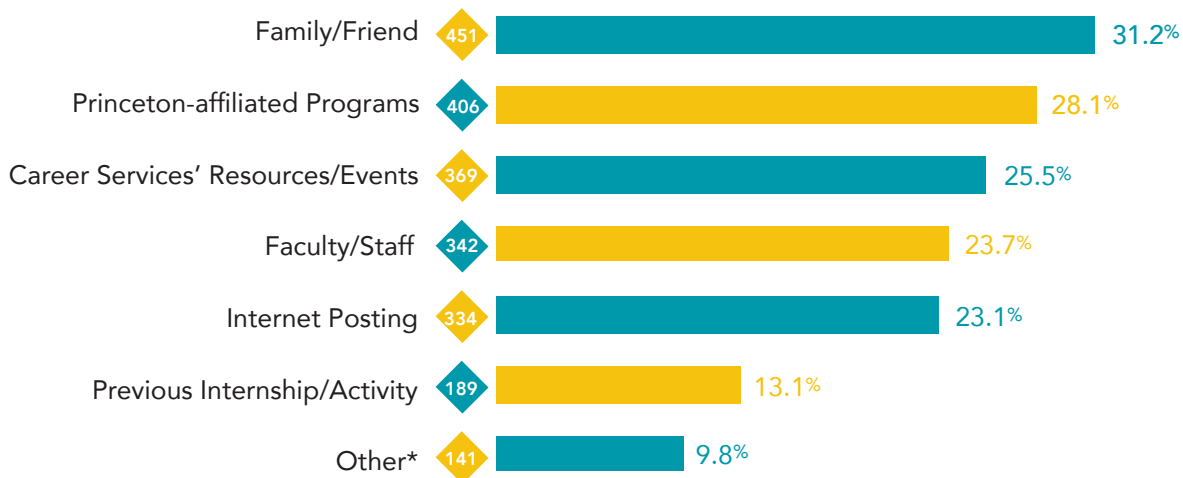
71.3%	Paid/received funding
13.9%	Unpaid/did not receive
14.8%	Unknown





of students reported having an internship or job during their time at Princeton before graduating.

### *How Princetonians Found Their Summer Opportunities*



Since multiple resources could be selected, the graph depicts the total number of students that reported using each resource.

\* Includes tactics such as researching organizations online and direct outreach to employers.

## Geographic Distributions



24% reported summer experiences internationally

### Top International Destinations:

China  
France  
United Kingdom



\*7% did not report a location

## Top U.S. Destinations



New York, NY

18%



Princeton, NJ

14%



Washington, D.C.

7%





## Internship Salary Averages by Industry \*

Internship salary figures are summarized below by industry using the NAICS categories.

Occupational Job Function	Number Reporting	Weekly Salary Average
Educational Services	204	\$486
Professional, Scientific, and Technical Services	78	\$717
Finance and Insurance	62	\$1,298
Information	51	\$1,163
Health Care and Social Assistance	50	\$447
Other Services (except Public Administration)	36	\$469
Public Administration	33	\$586
Administrative and Support Services	14	\$893
Manufacturing (Computer, Appliance, Machinery, Transportation)	14	\$875
Arts, Entertainment, and Recreation	12	\$520
Accommodation and Food Services	8	\$714
Manufacturing (Chemical, Paper, and Printing)	8	\$651
Construction	5	\$540
Retail Trade (Sporting Goods, General, Other)	5	\$1,144
Unspecified	131	\$478

\*For full-time internships only.



