Welcome Message

As I approach my fourth anniversary at Davidson, there is one consistent theme that comes to mind – innovation. Each year, the Center for Career Development strives to be on the leading edge of professional and career development for undergraduate students. As you’ll see reflected in this report, 2017-2018 was marked by innovative milestones that make Davidson College stand out. In partnership with Red Ventures, we launched the inaugural career exploration symposium, TechXpo, offering our liberal arts students insights on the impact they can have in the sectors of technology, engineering, analytics, mathematics and business. Ten sophomores gained a deeper understanding of the financial services industry through the first annual Davidson on Wall Street career trek to NYC. Through our unique internship funding program, the CCD awarded almost $200,000 to students pursuing low-paying or unpaid summer internships in fields such as art education, public policy, healthcare research and more.

Each summer, we delight in the opportunity to come up with new ways we can introduce or connect Davidson students with their passions and develop the skills to pursue them. There is no one-size-fits-all model that will work for the diverse and unique student body we represent, but it is a great privilege to meet the challenge of supporting them as they continue their journey towards lives of leadership and service.

Warmly,
Jamie Stamey
Interim Director

VISION

Our vision is for all students to build clarity, confidence and career-readiness skills to empower them to navigate professional development opportunities with ease, and successfully embark on lives of impact and leadership.

MISSION

The Center for Career Development empowers students to assess, explore, clarify and achieve their postgraduate goals and professional success. We fulfill this mission by providing students with a highly leveragable suite of programs, platforms and resources, and readily navigable “Career Roadmaps” tailored for student professional development needs, beginning in First Year. We advance students’ success by offering professional development programming, on-campus employer recruitment, an extensive Davidson network, and a highly impactful and customized approach to navigating job, internship, fellowship and graduate school opportunities.
We’ve tapped into a pool of talented student associates who provide exceptional front-line service to students and employers. Through their effective operational support and engagement with campus partners, our student team continues to build on their own career development every day.

**Experienced Staff**

Our team gains its strength from our staff members’ diverse breadth of experience in a variety of sectors. With backgrounds ranging from nonprofit and corporate industries to counseling, career coaching, graduate school admission and professional development, our team is committed to helping every student explore, develop and thrive in their professional and educational pursuits.

Pictured above (from left): Beth Adams, Kelli Robinson, Stephanie Burns, Jamie Stamey, Lindsey Dolan, Abby Brown and Kayla Schlein
2017-2018 Highlights
This year has been marked by dynamic program initiatives and heightened student engagement, allowing us to continue building our emphasis and impact on Davidson student success. In addition, we are excited to have the area of Fellowships & Scholarships join the Center to provide students with a high level of growth potential for their respective areas of interest.

82%

Student engagement with the Center for Career Development

92%

Engagement with first-year students

527

New subscribers to our industry-specific career cluster emails

351

Employer events and interviews conducted on campus

8,688

Interactions between the CCD team and current students and alumni

21,756

Jobs, internships and fellowships posted in Handshake, a 130% increase over the 2016-2017 academic year
The application process was emotionally exhausting at times, but I was always confident in my approach because of the sound guidance I had received in the Career Development Office. I appreciate the time and interest members of the team took in preparing me for a serious job search.” -Andres Ramos ‘17
Leveraging the Davidson network, the Center for Career Development empowers students to assess and achieve their postgraduate goals. This is primarily gained through the foundational pillars that drive our services.

Career Advising
With in-depth assessments and advising, including virtual appointments and full-day walk-in hours, and a highly sophisticated suite of online platforms and resources, the CCD is always accessible to support students as they explore, develop and launch their career journeys with success.

Professional Programming
The CCD provides professional development and skill-building opportunities for current Davidson students as they prepare for a successful transition from college to professional life and activate day-one readiness in a dynamic professional landscape.

Employer Engagement
Connecting students with top organizations around the globe, the CCD is committed to initiating and strengthening employer relationships. In addition to securing high-impact career opportunities for students, the CCD seeks to provide employers and graduate schools with a successful recruiting experience.
CAREER ADVISING

We strive daily to empower students with the tools they need to explore and succeed in their postgraduate pursuits. Through career assessments, mock interviews, guidance on fellowships and conversations surrounding high-impact experiential learning opportunities, we’re committed to supporting students throughout all stages of their career development. Advising is conducted at the students’ convenience, whether in the office, by phone or via video chat. Services are also available to all Davidson alumni.

73% increase in the number of prelaw advising appointments this year from 2016-2017

3,930 advising interactions with students & alumni during the 2017-2018 school year

“I’m grateful for all the help throughout the application and interview process. It really made a difference and I’m excited to see where this takes me!” - Danny O’Malley ‘19
PROFESSIONAL PROGRAMMING

73 planned professionalization workshops focusing on technical and soft-skill development, with topics including Outlook for Business, Articulating Your Value: Liberal Arts and Your Career, Best Intern Ever and Get Here, Go Anywhere Interview Prep

3,370 student program registrants

125 attendees at Training the Street workshops concentrating on financial modeling, financial statement analysis and corporate valuation

The CCD was proud to partner with Red Ventures to host the inaugural TechXpo Career Exploration Symposium in fall 2017. This key event allowed students to meet with 20 industry-leading organizations and graduate/professional schools in the fields of technology, engineering, analytics, math and business. The event involved a day of career exploration conversations, interactive breakout workshops and networking opportunities.

The Insider Series

Industry insiders visited campus to share invaluable advice through moderated discussions, informative talks and career conversations.

Inside Publishing
Led by Carin Siegfried ’95 from Macmillan Publishers

Inside Advertising
Led by Matt Ferguson from Eric Mower + Associates

Inside Public Policy
With panelists Kelsey Lilley ’12, Associate Director, Africa Center at Atlantic Council; Dane Erickson ’01, Managing Director at Eastern Congo Initiative; Ken Krieg ’83, Director at BWX Technologies, Inc.; and Alexis Joiner ’01, Global Security and Health Security, All-Hazards Threat Advisor at Nidus Analytical Services, LLC

285 student check-ins at the various TechXpo symposium events

Dan Feldstein, CMO and Co-Founder of Red Ventures, facilitated a networking hour at TechXpo to allow all employers, graduate/professional schools, faculty, staff, alumni and students an opportunity to connect.
EMPLOYER ENGAGEMENT

669 students engaged in on-campus interviews, including virtual interviews for students studying abroad

265 employer events connected students through on-campus information sessions, workshops, information tables and virtual sessions

4,269 new employers were approved to post positions in Handshake, our online career management system, bringing our active employer database to 12,587 organizations. This resulted in 21,756 new job, internship and fellowship positions being posted during the 2017-2018 academic year, a 130% increase from the previous year.

118% increase in qualifying postings for seniors from the 2016-2017 academic year

82 new employers approved per week, on average, to post positions in Handshake

EMPLOYER SPOTLIGHT

Changing the Way Employers Engage

Our employers are continuing to find unique ways to connect. This spring, Deloitte hosted a station in the Union for students to create inspiring notes for Cards for Hospitalized Kids, a non-profit organization that delivers handwritten cards to children in hospitals with uplifting and encouraging messages. The opportunity not only provided a closer look at Deloitte’s culture, but it also highlighted how students can continue to fulfill the Davidson mission of developing humane instincts and leading lives of leadership and service, no matter what field they go into.
“I am always impressed with the superb job your team does, and I feel right at home when I visit. Looking forward to seeing more Davidson applicants in the coming years!”

-Franklin Eneh, Johns Hopkins University - SAIS, Hopkins Nanjing Center

“Your team is always so accommodating and helpful. I am very appreciative of your willingness to host us on campus and the exceptional hospitality you provide.”

-Claire Garst, Duke University, Fuqua School of Business

“From the ease and professionalism of working with the career center to the prepared and engaging Davidson students, the entire experience is a pleasure and productive!”

-Deborah Buckley, Peace Corps

2017-18 Key Employers

This trek was fantastic. Although the days were long, I believe that this was one of the most beneficial things I have done in regards to career preparation.” -Davidson on Wall Street participant
The Center for Career Development is dedicated to encouraging every student to participate in an immersive educational experience. Experiential learning allows students to connect their academic work with direct experience and provides the opportunity to apply problem-solving, critical-thinking and communication skills in industry settings.

Key Accomplishments

- Garnered a record number of 127 eligible applicants for summer internship grant funding
- Launched the inaugural Davidson on Wall Street career trek to New York City
- Hosted 4 career treks in a cross-section of industries with 53 students engaged
- Added 292 parents and alumni to the homestay database, providing students with a place to stay during experiential learning opportunities
During Spring Break 2018, ten sophomores traveled to New York City for the inaugural Davidson on Wall Street career trek. Joined by Professor Clark Ross and the Center for Career Development’s Jamie Stamey and Lindsey Dolan, the students experienced a firsthand look at some of the country’s top names in financial services. Through company visits, lively Q&A sessions, and a networking mixer with Davidson parents and alumni, the cohort gained deeper insight and understanding of the financial industry while establishing lasting and meaningful career connections.

We are thankful for our incredible alumni and parent partners who made this experience possible, including Robert Rostan ’92 with Training the Street, Mark Filipski and Will Mahler ’15 with Credit Suisse, Bob Miller ’84, Scott Reeder ’99 and Ryan Zirkle ’09 with BlackRock, and David Walker and Matt McCarville ’07 with JPMorgan.
CAREER TREKS

Career treks provide students with the opportunity to visit a company as a group to learn more about the organization, engage with industry professionals and gain firsthand knowledge of the environment and culture.

Tresata

In November, 25 students interested in exploring careers in data and technology visited Tresata, provider of the leading software platform for real-time Customer Intelligence Management. Sophomore physics major Kevin Gutierrez reflected on the trip saying, “This [trek] has solidified my interest in analytics.”

Barings

Eight students learned more about careers in asset management during a visit to international investment management firm Barings in February. In addition to networking with industry leaders, the students heard from a panel of analysts, toured the Uptown Charlotte headquarters and participated in a resume review workshop.

Wells Fargo Securities

Wells Fargo Securities hosted 18 sophomores in March for a networking lunch, panel discussion about careers in finance and a tour of the trading room floor. The cohort had the opportunity to learn more about summer analyst positions and hear from Davidson alumni about their experiences with investment banking and public finance.

Carolina Asthma & Allergy Center

Five students explored careers in medicine and healthcare administration in November through a visit to the area’s largest asthma and allergy practice. The trek included a roundtable discussion with key members of the CAAC team, including Jo Ann McCoy, Director of Human Resources.
37 students participated in immersive career exploration experiences over the summer through the Job Shadowing Externship Program. The program pairs students from all majors with parent and alumni hosts in a variety of fields, providing the unique opportunity to learn more about a profession firsthand and gain invaluable insight from an industry mentor.

Thanks to the generosity of alumni, parents and friends of the college, students were able to apply for travel grants in order to fund transportation to and from their shadowing sites. Through our robust homestay program, students were also able to secure overnight accommodations with trusted members of the Davidson network.

292 Davidson parents and alumni added to the homestay database, a 224% increase in homestay participants

16 states offered job shadowing opportunities

13 students participated in more than one job shadowing experience

**Participating Students Had Career Interests In:**
- Arts & Communication
- Science & Technology
- Banking & Finance
- Healthcare & Medicine
- Policy & Law
- Consulting & Management
- Education & Nonprofit

Walker Austrell ’20 shadowed Dr. Margaret Lamkin ’91 at the Montgomery Cancer Center in Montgomery, Alabama. “I had a great experience!” Austrell said. “[I’m] so thankful for this opportunity.”
“I have realized how important working in a field like advocacy is to me, especially now working so closely with the United Nations. I have been able to solidify my beliefs about the role of the UN and how important I think it is for the US to keep supporting it. I would not have been able to do this without the grant.”
-Cameron Anderson ’20

Emilee Lord ’19 (left), seen here with Gloria Nlewedim ’17, interned at the U.S. House of Representatives in the Office of Congressman David E. Price with the support of the Tom Anstrom Internship Fund Grant.

KEVIN CARLOCK ’19
If not for the generosity of our incredible donors, many students would not be afforded the opportunity to pursue the meaningful summer experiences that are helping to define their career goals. Just ask Kevin Carlock ’19, who interned at Gran Via Productions in Santa Monica, CA with the support of funding from the Dr. Randy Nelson Internship Grant.

Established by Davidson alumnae Liz Smith Brigham ’04 and Liz Redpath ’04 in recognition of their favorite professor, the grant aids students pursuing internships in visual, literary or performing arts with up to $5,000.

“I have gained invaluable information about how to pursue various careers in entertainment, and for that I can’t say thank you enough to Davidson, the Center for Career Development and alumni donors for making my experience possible,” Carlock said. “I’m not sure I would have been able to take this job without the incredible Randy Nelson grant, so I truly can’t express my gratitude enough.”
**INTERNSHIP PROGRAMS**

**Davidson in East Asia**

Through the generosity of the Freeman Foundation, 15 students each received a $5,000 grant to take part in summer internships throughout East and Southeast Asia. Offered in collaboration with the East Asian Studies program, Davidson in East Asia provides students of all class years with the opportunity to gain real-world, global experience in industries ranging from business and government to research and nonprofit.

**Davidson in Europe**

Four students gained unforgettable experiences working and living abroad over the summer as part of the Davidson in Europe program. Created in partnership with the German Studies department, this program allows students to complete internships and explore the culture in Germany, bookended by professional development workshops. In addition, students expand on their knowledge by completing an analytical paper related to European and EU public and private sector relationships.

“Choosing Davidson, learning German and coming to Germany are the three best decisions I’ve made so far.”
-Linda Wu ’20
Davidson in Washington
In summer 2018, 32 students participated in internships in the nation’s capital as part of the Davidson in Washington program, offered in partnership with the Political Science department. In addition to gaining hands-on experience in policy, public service or government, students obtain course credit through a political science seminar taught by a Davidson faculty member.

Davidson in Washington students have the opportunity to network with alumni through an event hosted by the Office of Alumni and Family Engagement and faculty members from the Political Science department.

Innovation & Entrepreneurship
Every summer, talented Davidson students have the ability to learn about innovation while making an impact through the Davidson Innovation & Entrepreneurship program. In partnership with The Hurt Hub @ Davidson, the program pairs students with startups and innovation-oriented companies where they experience firsthand what it is like to work on big problems in an entrepreneurial environment.

2018 Partnering I&E Employers Included:
Linc Partners
International Thermodyne
Mountain Khakis
Advent Co-working
5am Ventures
Levvel
“I owe it all to them. [The Center] guided me completely through that process of academic planning, personal and geopolitical essays, letters of reference, transcripts, language assessments and budgeting. I spent a lot of last semester writing, erasing and rewriting.”

-Mara Papakostas ‘20
The Center for Career Development is committed to supporting outstanding students in the pursuit of fellowships and scholarships. The Graduate Fellowships & Scholarships committee consists of dedicated campus faculty that work in partnership with the CCD to oversee the awards that require institutional support.

Featured Award Winners

Sierra Ponthier '18
Watson Fellowship

Leah Mell '19
Beinecke Scholarship

Ela Hefler '17
Princeton in Africa Fellowship

Mara Papakostas '20
Boren Scholarship

Anmar Jerjees '18
James C. Gaither Fellowship

Aman Madan '19
Truman Scholarship

Fulbright Recipients

• Alexandra Galdi '18 (South Korea)
• Amanda Lee '17 (Germany)
• Callie Carlson '18 (Malaysia)
• Caitlin Reilly '17 (Malaysia)
• Charlotte Scott '18 (Colombia)
• Chad Salter '14 (Canada)
• Cole Riggan '18 (Malaysia)
• Elizabeth Prosser '18 (Mexico)
• Haley Sanner '15 (Nepal)
• Katie Ferro '18 (Spain)
• Keely Brown '18 (Austria)
• Kirsten Huffer '15 (Cyprus)
• Natalie Philips '18 (France)
• Natalie Skowlund '18 (Colombia)
• Steffaney Wood '18 (Finland)
• Zach Shaver '18 (Botswana)

In addition to the featured recipients, other award winners include: Claire Atkinson '18, TAPIF (Teach English in Region of Poitiers) and Hannah Sachs '16, Humanity in Action Fellowship. In partnership with the Graduate Fellowships & Scholarships committee, the CCD hosted a variety of workshops throughout the year including Fellowships 101, Fellowships 201, award-specific interest sessions, and writing and oral pitch workshops to assist students interested in pursuing the application process for nationally competitive awards.
DAVIDSON IMPACT FELLOWS

Mission
The mission of the DIF program is to provide high-impact fellowship positions for recent Davidson graduates with key nonprofit leaders at the forefront of critical social issues. DIF empowers postgraduate fellows to create and implement solutions to the most urgent problems confronting communities, fostering leadership and promoting robust social change.

Thanks to the generosity of the Harvey family, underscored by partners at Wells Fargo Securities, Levine Foundation and the Duke Endowment, this postgraduate fellowship initiative has empowered Davidson graduates to work with organizations addressing critical social issues such as health, education and the environment. Read more about current DIF fellows’ experiences at impactfellows.davidson.edu.

DIF continues to serve as a model for collaboration between colleges, communities and health clinics. Along with our community partners, program manager Rebecca Glavin served on a panel on the topic during the 2018 North Carolina Primary Care Conference in Charlotte.

STUDENT SPOTLIGHT

ELISE LANKIEWICZ ’17
During undergrad, it seemed like most of my friends figured out what they loved early on, from chem research to music theory, and stuck with it. Meanwhile, I had a blast bouncing around from gene editing and behavioral ecology to as many East Asian religions classes as I could sneak in. I got an interview for the DIF’s Community Health Cohort despite having no significant public health background nor having taken a single public health centered class. Fortunately, my colleagues cared less about what I knew how to do and more about what I could learn to do quickly. I started by researching and writing grants, getting trained in EPIC, and learning about the data gathering and analysis required for federal grants. I find value in the work I do. The exposure to a wide range of experiences allowed me to quickly identify what was not my thing and what might be. I have realized community-focused public health was something I could imagine myself doing for the rest of my career. I look forward to getting to play with data while trying to communicate it in a way that creates the potential for systems-level change. I love how public health pulls from the multitude of disciplines and experiences I enjoyed at Davidson but never quite figured out how to tie together.
The Program

**Davidson College**
The DIF program enables the college to seed the next generation of impactful leaders, strengthening connectivity among Davidson students and alumni, while providing mentorship to enact social change.

**Partners**
With the generous support of our partners, DIF has paired more than 70 students with high-impact foundations and organizations during the program’s first five years. Our partners are an integral part of program success, engaging talent and providing hands-on immersive experiences for Davidson graduates.

**Fellows**
DIF brings innovation and leadership to key partner organizations, formulating and implementing solutions to prominent and urgent social changes across multiple communities.

**Professional Development**
The CCD prioritizes ongoing professional development and learning outcomes throughout all phases of the program, from pre-boarding professionalization seminars to monthly workshops and group training, concluding with a capstone project for the Fellows to demonstrate their expertise and impact.

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engage socially. lead effectively. impact change.
I greatly appreciate the opportunities that the career center has provided for my classmates and me. I learned a lot from the information and networking sessions, and now I have an internship for this summer and next summer, all thanks to the opportunities provided by the CCD. I feel incredibly fortunate and thankful for everything you all do.” -EJ Kelley ’20
Networking is a vital component in the professional development process for students. These connections with potential employers and key alumni can play a critical role in career exploration and career goal-planning stages. This year we supported events with the intention of promoting opportunities for professional networking between students, alumni and key employers. The Center for Career Development promoted networking through the Greater Charlotte Law School Fair to encourage prelaw students from the area to connect with admissions officers from law schools around the nation. Students are also encouraged to connect with key alumni and friends of the college throughout the year by utilizing the Davidson Career Advisor Network.

The CCD is committed to creating opportunities that allow students to explore and learn more about their career interests. This is accomplished through deliberately curated events and interactive platforms that allow intersections between students, alumni and employers.
LAW SCHOOL FAIR

In the fall, we once again partnered with the Davidson College Prelaw Society to host the Greater Charlotte Law School Fair. The event provides an avenue for interested students to gain a deeper understanding of the requirements needed for admission to some of the nation’s top law programs.

53 participating law schools

90 students networked with recruiters and admissions representatives

Some participating law schools included:

- American University Washington College of Law
- Boston College Law School
- Columbia Law School
- Cornell Law School
- Duke University School of Law
- Emory Law School
- George Mason University Antonin Scalia Law School
- Northwestern Pritzker School of Law
- Ohio State University Moritz College of Law
- Penn State Law
- Samford University Cumberland School of Law
- Tulane University Law School
- University of Louisville Brandeis School of Law
- Vanderbilt University Law School
- Wake Forest University School of Law
- William & Mary Law School
ONLINE PLATFORMS

DCAN

The Davidson Career Advisor Network enables alumni, parents and friends of the college to connect one-on-one with students and alumni for career conversations, resume critiques and mock interviews.

Beginning this year, students were able to search for advisors by specific geographic locations. Additionally, advisors and advisees can join affinity groups by specific populations for further connection, such as student organizations and sports teams. We welcomed 56 new advisors to the platform during the 2017-18 academic year.

222 consultations conducted between May 2017-May 2018

4,617 total users enrolled

LINKEDIN

In partnership with the Office of Alumni and Family Engagement, the Davidson College Network LinkedIn group includes more than 7,500 members. This networking resource connects alumni, students, parents, faculty, staff and close friends of the college.
Data for 413 graduates (a knowledge rate of 91%) of the Class of 2017 was collected. Knowledge rate refers to the percentage of graduates for whom information of their first destination career outcomes has been obtained. This includes survey data reported by graduates, LinkedIn profile information and knowledge shared by reliable sources. For additional information, please refer to the Career Outcomes section on www.davidson.edu/careers.
Class of 2017 Career Outcomes: Six Months After Graduation

- Employed 75.30%
- Enrolled in Continuing Education 19.90%
- Planning to Enroll in Continuing Education 0.70%
- Seeking Employment 3.90%
- Not Seeking 0.20%

75.6% of survey respondents anticipate enrolling in graduate or professional school in the next five years.

Top Industries for Employment:
- Arts, Entertainment, Sports, Communication & Marketing: 29.35%
- Banking, Finance, Real Estate & Insurance: 15.48%
- Consulting, Management, Sales, Human Resources & General Business: 14.52%
- Education, Social & Community Services and Nonprofits: 12.90%
- Healthcare, Medicine & Medical Research: 9.03%
- Public Policy, Politics & Law: 6.77%
- Science, Technology, Engineering, Mathematics & Computer Science: 6.77%
Leverage high-impact, low-touch applications throughout all touchpoints with students, creating a leading-edge user experience for all clients and stakeholders.

Expand career programming model to include a robust professional competency curriculum. Enhance resources with the career roadmap model. Optimize access for all students by leveraging technology.

Building on the model of academic engagement and interdisciplinary scholarship, First Years will have the opportunity to engage extensively with career education and assessment of key skills and interests.

Ensure that every student has the opportunity to pursue a professional internship in their field of interest to develop skills and marketability to launch their professional career after Davidson with impact.

Enhance institutional prioritization of key partnership relationship with employers and graduate schools. Empower sustained relationships and deepen market penetration across all sectors and industries.

Leverage customized, high-touch and key-influencer academic model for professional and career development. Continue to build and leverage top-tier assessment and career preparation platforms and programs.