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The Year in Review

The 2018-19 year was an incredibly successful year for the Office of Career Strategy (OCS) and the hard work and dedication of the OCS team was recognized in several ways.

• Common Good & Creative Careers Cohort was a recipient of the Yale University’s Linda Lorimer Award for Distinguished Service.

• Graduate School & Postdoc Cohort’s collaborative program, The Three Minute Thesis, was honored with a Yale Alumni Association Excellence Award.

• OCS advisors served as expert advisors to Princeton, Stanford, and Yale NUS.

• OCS advisors presented at regional, national and international conferences and events.

• Tools created by OCS staff were recognized as leading advice in the field and permission to link directly to those resources were requested by outside organizations, including CNBC, Teachers College at Columbia University, the First-Generation Harvard Alumni group, Des Moines University, Syracuse University, and the Capistrano Unified School District.

As OCS aims to support Yale students in every aspect of their career, for the second year the office organized the purchase of Yale artwork as part of a semi-permanent installation intended to model patronage for Yale College seniors and young alums considering professional pursuit of an arts practice. This year four vibrant water colors of Yale venues, created by senior illustrator Sonia Ruiz, were purchased and hung as an extension of last year’s Painting Time installation.
Overview of Student and Alum Engagement

In recent years, OCS has aggressively modified how we deliver information to students to reach them through the media they prefer. As a result, OCS have seen significant increased engagement through those media tools.

**OCS Engagement: July 1, 2018–June 30, 2019**

- **YALE CAREER NETWORK**: Database of Yale alums interested in networking with fellow alums and current students. During the 2018-19 year, there were 20,870 Yale University alums registered in Yale Career Network and 49,643 total users (alums and students). As this is a Yale University resource hosted by OCS, the students and alums represent all Yale Schools.

- **CAREERBOT**: An interactive tool on the OCS website powered by artificial intelligence, which received 4,036 inquiries and was able to answer 94% successfully.

- **CAREERSHIFT**: An on-line job aggregator for easy search capability across thousands of employers. OCS integrated this tool into the Yale Career Link and during the first year 1,176 Yale students and alums registered.

- **OCS WEBSITE**: Used heavily inside and outside the Yale Community, the following were the top three most frequently viewed pages.

  - **OCS HOME PAGE**: 51,343 unique pageviews
  - **WRITING PERSONAL STATEMENTS FOR MEDICAL SCHOOL**: 22,757 unique pageviews
  - **GAP YEAR & SHORT-TERM POSITIONS**: 25,197 unique pageviews

<table>
<thead>
<tr>
<th>ENGAGEMENT</th>
<th>2018–2019</th>
</tr>
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<tbody>
<tr>
<td>Advising/Drop-in Sessions</td>
<td>3,928</td>
</tr>
<tr>
<td><strong>Undergraduates</strong></td>
<td>1,690</td>
</tr>
<tr>
<td><strong>Graduate Students and Postdocs</strong></td>
<td>686</td>
</tr>
<tr>
<td><em>Alums</em></td>
<td>1,754</td>
</tr>
<tr>
<td>Career Development Events</td>
<td>3,868</td>
</tr>
<tr>
<td>Online Resume Review</td>
<td>921</td>
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<tr>
<td>On-Campus Interviews</td>
<td>1,100</td>
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<td>Virtual Interview Bookings</td>
<td>216</td>
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<tr>
<td>CareerShift Usage</td>
<td>1,176</td>
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<tr>
<td>CareerBot Inquiries</td>
<td>4,036</td>
</tr>
<tr>
<td><strong>TOTAL CONTACTS</strong></td>
<td>19,375</td>
</tr>
</tbody>
</table>
One of our goals for this year was to deepen student awareness and accessibility for creative careers focused advising. Continued branding and outreach efforts; established relationships with student organizations; cross-university partnerships with faculty and peer programs; and the expansion of creative careers programming, all helped improve awareness and word of mouth referral for our arts relevant resources. In combination, these efforts resulted in another significant uptick both in overall creative career advising sessions and in the percentage of those sessions that were arts-related.

Specialized programming also remained an important method to reach students. During the 2018-19 academic year, OCS hosted 33 workshops in partnership with student organizations and academic departments for Yale College students, students in the Graduate School of Arts and Sciences, and postdocs. These programs were part of the customized 12 career workshop options OCS offers to the Yale community. More than 550 attendees benefited from these workshops and 66% were requested and attended by GSAS students and postdocs.

Both in terms of co-sponsorship and directed programming, 2018-19 also established new high marks for creative career programming. Including the broader promotion of non-sponsored material, OCS captured and shared notice for 169 arts-related events, all with a career-based component, from across the university.

Programming highlights included the 2nd annual Careers in Creative Writing panel; an ‘Industry Talk’ with Emily Nussbaum from the New Yorker; an inaugural Museum Jobs and Career Night bringing together all three of the university’s world-class collection centers—the YCBA, the YUAG, and the Peabody Museum; a Common Good & Creative Careers Fair; and an alum led Business of Acting & Auditioning masterclass.
OCS is also an active partner with the New Haven community. This past year, OCS advisors provided expertise to several programs, including a resume workshop at the New Haven Free Public Library and a networking/interviewing workshop with New Haven Promise.

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CREATIVE CAREERS EVENTS (Recorded Attendance)

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<table>
<thead>
<tr>
<th>Year</th>
<th>Overall Attendance</th>
<th>CC Attendance</th>
</tr>
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<tbody>
<tr>
<td>14-15</td>
<td>45</td>
<td>45</td>
</tr>
<tr>
<td>15-16</td>
<td>685</td>
<td>230</td>
</tr>
<tr>
<td>16-17</td>
<td>1,045</td>
<td>311</td>
</tr>
<tr>
<td>17-18</td>
<td>1,143</td>
<td>372</td>
</tr>
<tr>
<td>18-19</td>
<td>1,846</td>
<td>668</td>
</tr>
</tbody>
</table>
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I came into Yale having no idea what I truly was passionate about or what I wanted to do after college. Towards the middle of the second semester of my first year, I turned to the Office of Career Strategy for help. Luckily, I was referred to the athlete liaison at OCS and she was extraordinarily helpful in beginning my internal search for what I wanted to do after school and more urgently the upcoming summer. She helped me draw up my resume, taught me how to efficiently navigate the job search resources and most importantly was an amiable advisor for me when I needed it most. She aided me in securing two paid internships my freshman summer and provided me with the skills and resources necessary to succeed in the global job search.

— Kennedy Kosmalski, YC ’22, Yale Football

OCS’s advising sessions helped me through every step of my job search. Because of my career interest in sustainability and renewable energy, I lacked a preordained path towards finding my ideal postgrad job. Through OCS I was able to form a personal relationship with an advisor who helped me structure my job search and navigate turning a career fair meeting into a successful interview and a great job offer! For any question along the way, I knew OCS was the first place I could turn. The OCS advising sessions were an invaluable resource for every step of my job process.

— Jonah Ury, YC ’19
Designing Your Career @ Yale

Building on last year’s success, Designing Your Career @ Yale continued to provide students with tools and ideas, along with the time and space, to develop a healthy, workable mindset to answer the question “what is it that I want to do with my life?” The curriculum, originally developed at Stanford University using robust academic research and product design methodologies, has been refined and customized to meet the needs of the Yale community.

Since summer 2017, OCS has trained OCS advisors on the program, hosted thirteen Designing Your Career @ Yale programs, and served over 110 Yale students. Using the Design Thinking infrastructure and process, students are exposed to new ways of approaching the career decision-making process. They are encouraged to embrace a bias toward action to explore different career paths in manageable ways, participate in a community to build ideas and generate career aspirations to prototype.

In Spring 2019, OCS was honored to receive a $250,000 gift from the Hastings Foundation to expand this unique program and scale it to reach the sophomore class. In addition, the enhanced program will offer free training for college advisors outside the Yale community, and will create a series of on-line modules to augment and further the participant’s experience.
Building on the success of the first set of animated videos highlighting career advice and resources, the OCS staff developed additional animated videos over the 2018-19 year covering topics such as how to navigate online job boards, on-campus recruiting, the pre-law application process, the creative career search, soliciting letters of recommendation, choosing a medical school, developing strong personal statements and a suite of summer pre-departure resources.

The pre-departure collection for all students replaced traditional in-person pre-departure meetings allowing OCS to increase access to this important information, thereby furthering our goal of complete inclusion. The new pre-departure video series focused on ‘Developing Learning Plans’ and ‘Making the Most of Your Experience.’

Furthering Yale University’s commitment to share our resources and innovative practices with all who wish to learn, an OCS team member presented the animated video series at the annual conference of the National Association of Colleges and Employers (NACE) in New Orleans with an audience of over 200. The program received such an overwhelming positive response that the room was closed to additional attendees by the fire marshal due to capacity restrictions. The OCS team continues to provide individual consultations to dozens of universities and colleges providing guidance on the video creation process.

Finally, the OCS team trained colleagues across Yale University on how to develop their own animated videos, including other offices at the Center for International and Professional Experience and the Yale College Dean’s Office.
Throughout 2018-19, OCS provided an array of resources and programming for graduate students and postdocs exploring diverse careers, developing professional skills, and preparing for a job outside the academy. OCS was supported by six McDougal Career Fellows. These PhD students represent diverse disciplines and work with staff to develop new programs and online resources for their graduate and postdoc peers. In addition, OCS formed productive partnerships with student organizations, alum groups, and other McDougal offices, to coordinate activities, leverage existing resources, and provide programming. These partnerships have enabled OCS to offer a broad portfolio of career resources for students at every stage of their graduate work.

**Graduate Student Advisory Committee:** Currently entering its third year, this committee of student leaders from organizations supporting graduate career development has grown to over 40 members. During monthly meetings OCS shares resources, gathers feedback, coordinates schedules, and encourages collaborative programming. Student leaders in turn communicate OCS events, resources, and opportunities to their members.

**Faculty and Academic Departments:** OCS developed online resources for faculty advisors assisting graduate students in career planning and professional development.

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**Yale’s 3-Minute Thesis Competition**

Yale’s 3-Minute Thesis Competition is a collaboration between OCS and its McDougal Center partners that challenges PhD students to present their complex research projects in a clear and engaging way to a diverse audience in just 3 minutes. Sponsored this year by the Graduate School Alumni Association and Spark Investment Management, the competition helps PhD students hone a critical skill and presents a unique showcase for graduate work to the broader Yale community. It is modeled after the 3MT Competition founded by the University of Queensland.

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*Though I expected to leave the competition with a polished and handy “elevator pitch” of my research, what I didn’t see coming were the ways in which 3MT helped me communicate my work to colleagues in different subfields, or the overwhelming support of friends and strangers from the audience, some of whom stopped me on the street days later just to say “I loved your speech — tiny black holes are rad!”*

— Luna Zagorac, PhD program, Physics

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To help PhD students prepare a successful presentation, OCS and the Graduate Writing Lab (GWL) collaborated to offer a range of resources, advising hours, and skill-
building workshops. Preliminary rounds selected 12 finalists from the humanities, social sciences and STEM fields. On April 5 these students presented their 3-Minute Thesis in front of over 220 students, faculty, alums, and staff from across the Yale community. A judging panel comprised of GSAS Dean Lynn Cooley and alums from academia and business chose the winning presentations, with the top prizes going to students in the religious studies, electrical engineering and neuroscience departments.

This year, Yale’s first and second prize winners competed against their Ivy peers in the first-ever Ivy-Wide 3-Minute Thesis Competition. Organized by OCS in collaboration with peer institutions to celebrate the scholarly achievements of PhD students across the Ivy League, this competition was hosted by Columbia University and the United Nations on April 25. PhD students from Yale, Columbia University, Brown University, Cornell University, Dartmouth College, Princeton University, and the University of Pennsylvania presented their dissertation research to a diverse audience composed of United Nations staff, faculty and students from participating institutions, and friends and family of the finalists.

Winning first place and $1000 was Yale’s Mehraveh Salehi, a PhD student in the Electrical Engineering department for her presentation on “Individualized and Task-Specific Functional Brain Mapping.” Second place went to Hannah Shoenhard, a Neuroscience PhD student at the University of Pennsylvania, for her presentation on “Linking Genes to Brain in Sensation and Decision-Making.” The winner of the Audience Choice Award was Columbia sociology graduate student Bailey Brown who presented, “Kinder Panic: School Selection and Parental Uncertainty.”

The idea of presenting almost three years of research in exactly three minutes made me think deeper about the broader implications of my research to society
— Mehraveh Salehi, Yale PhD candidate, Electrical Engineering; Ivy 3-Minute Thesis winner

Judging this inaugural all-ivy competition was an esteemed panel that included: Salim Hasham, Partner, McKinsey & Company; Mariangela Parra-Lancourt, Senior Economic Affairs Officer, United Nations Department of Economic and Social Affairs; Laurel Patterson, Team Leader, SDG Integration, United Nations Development Programme; Alex Sarian, Acting Executive Director, Lincoln Center Education, Lincoln Center for the Performing Arts; and Mariët Westermann, Executive Vice President for Programs and Research, The Andrew W. Mellon Foundation.
development. In addition, OCS continues to participate in many orientation programs and conduct career workshops at the invitation of the departments.

**GRADUATE SCHOOL ALUMNI ASSOCIATION (GSAA):** OCS partners closely with many alum organizations, including the GSAA leadership on the content and promotion of campus events, such as the annual mentoring event “Where Do I Go from Yale?”; career education activities; and employer outreach. In addition, the GSAA provides significant support for the annual 3-Minute Thesis competition.

**MCDOUGHAL OFFICES:** In conjunction with the Poorvu Center for Teaching and Learning (CTL), Graduate Student Life (GSL), and the Office of Graduate Student Development and Diversity OCS shares resources and coordinates programming. For example, OCS and GSL established a joint team of McDougal Graduate Fellows at West Campus to expand student access and the partnership with CTL has been instrumental in providing communication training for students participating in the 3-Minute Thesis Competition.

**PEER INSTITUTIONS:** OCS expanded efforts to collaborate with peer institutions, such as Columbia and Princeton, to offer joint employer site visits, career workshops streamed across campuses and the Ivy 3-Minute Thesis Competition. OCS continued to bolster on-line content for PhD students including information on relevant careers, interviews with alums, and individual development plans. These resources complement targeted in-person workshops which play an important function by supporting the exchange of information, building a community among students with diverse interests and offering the opportunity to practice professional communications.
This past year, I decided to look for a professional change, but I did not have a clear plan. I contacted OCS and scheduled an appointment for one-to-one consultation, as well as a couple of follow-ups. OCS staff was very professional and helpful during the entire process. He made himself readily available and responded to my questions concerning reformatting my resume, tips for Skype interviewing, and the DOs and DON Ts for onsite interviews. Thanks to the help of OCS, I successfully landed the job I was looking for. I would recommend OCS to graduate students and postdocs who are ready to embark on a new job search, academic, non-academic, or beyond.

— Jianying Huang, Postdoctoral Associate, Yale School of Medicine

I have been involved with OCS since early 2018, when my PhD advisor moved my lab to Yale. I have found the workshops such as career bootcamps, networking sessions, and one-on-one meetings imperative for jump-starting my career search. Each workshop and meeting helped me feel more confident about networking and asking for informational interviews and gave me a support network, where I could ask questions concerning this crucial transition. In addition, the Peer Professionalization Group gave me a network of peers to hold each other accountable throughout this process.

— David Stevens, PhD Student, Biophysical Chemistry
CAREER SUPPORT FOR INTERNATIONAL STUDENTS: OCS worked closely with Office of International Students and Scholars to develop an eight-part workshop series assisting international students as they gain a sense of community at Yale and develop key professional skills. Based on the positive attendance and feedback, there are plans to further expand this programming.

WEST CAMPUS PROGRAMMING: In 2018-19 OCS held monthly advising hours at West Campus, hired a new West Campus McDougal Career Fellow, and sponsored workshops including: Telling Your Research Story Career Lab; Cookies & Careers: Get to Know the West Campus OCS Fellow; Preparing For Networking; Self-Assessment & Long-Term Career Planning, Presenting Engagingly in the Sciences; and All Points West 2019 Symposium & Alumni Panel.

SUMMER PROGRAMMING: As part of an increasing effort to offer resources to PhD students in the summer, OCS expanded summer advising appointments and workshops. From the end of April – end of June, OCS had a 22% increase in GSAS student and postdoc appointments over the previous year. In addition, OCS more than doubled the number of workshops sponsored over this period, resulting in 56% increase in attendance.
Building the Common Good & Creative Careers Brand

The OCS Common Good & Creative Careers (CGCC) initiative continued to support Yale students interested in pursuing careers that make a difference and encourage creativity through workshops, networking events/career fairs, information sessions, mentor in residences and more. As part of the effort to increase awareness of this initiative a unique CGCC brand was developed, which is now integrated into all CGCC programs.

Consistent with prior years, the First Destination Report for the Yale College Class of 2018 revealed that over 35% of total graduates joined a CGCC industry after graduation. These results clearly show the strong interest in these areas and need for niche support, such as the OCS weekly Seniors Seeking CGCC work outreach and the Travel Reimbursement for Seniors interviewing with Nonprofits, Government Entities or Arts Auditions.

<table>
<thead>
<tr>
<th>EMPLOYMENT BY INDUSTRY</th>
<th>PERCENTAGE OF CLASS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>15.5%</td>
</tr>
<tr>
<td>Entertainment</td>
<td>3.3%</td>
</tr>
<tr>
<td>Publishing/Media/Journalism</td>
<td>3.2%</td>
</tr>
<tr>
<td>Government</td>
<td>2.6%</td>
</tr>
<tr>
<td>Community/Social Services</td>
<td>2.2%</td>
</tr>
<tr>
<td>Fine or Visual Arts</td>
<td>2.1%</td>
</tr>
<tr>
<td>Communications/Marketing/Advertising/PR</td>
<td>2.0%</td>
</tr>
<tr>
<td>Think Tank</td>
<td>1.6%</td>
</tr>
<tr>
<td>Environment</td>
<td>1.5%</td>
</tr>
<tr>
<td>Architecture/Design/Urban Planning</td>
<td>1.4%</td>
</tr>
<tr>
<td>CGCC Industry Totals</td>
<td>35.4%</td>
</tr>
</tbody>
</table>

The first destinations of the Class of 2018 also demonstrated that 12.0% of all graduates began their careers in the arts/communications industry, placing creative careers as the fourth most popular postgraduate employment industry for the class of 2018.
When I was notified that I had passed the first round of the interview process and made it to the second, the individuals I would be interviewing with noted that they “were thinking that an in-person meeting would be ideal.” The OCS travel funds allowed me to travel to Cambridge, MA on short notice, and thus I was able to emphasize my commitment to this specific position. I got the job and am happily working there now!

— Rachel Wu, YC ’19 at National Bureau of Economic Research

<table>
<thead>
<tr>
<th>TOP INDUSTRIES: YALE COLLEGE GRADUATES</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arts/Communications related</td>
<td>17.0%</td>
<td>14.6%</td>
<td>16.4%</td>
<td>12.0%</td>
</tr>
<tr>
<td>Financial Services</td>
<td>19.0%</td>
<td>16.2%</td>
<td>16.1%</td>
<td>17.4%</td>
</tr>
<tr>
<td>Education/Research</td>
<td>15.8%</td>
<td>16.4%</td>
<td>14.3%</td>
<td>15.5%</td>
</tr>
<tr>
<td>Consulting</td>
<td>14.6%</td>
<td>12.6%</td>
<td>11.1%</td>
<td>13.3%</td>
</tr>
<tr>
<td>Technology</td>
<td>10.0%</td>
<td>11.2%</td>
<td>11.9%</td>
<td>10.7%</td>
</tr>
</tbody>
</table>

To further support these career aspirations the CGCC team worked in close partnership with the Employer Relations team to coordinate four networking events presenting students with career options across government roles, non-profit organizations, education and other common good & creative careers. In total 294 students attended and met with 66 employers. In addition, 125 students attended the student public interest career fair, where upper level students share their prior experiences with their peers.
Turning to summer 2018 experiences, Yale College students reported 2,876 work experiences (including paid and unpaid internships, paid jobs, performance work and volunteer work). More than 450 of those experiences were partially or completely outside the United States.

Considering the types of work experiences, an astounding 54% of all Yale College students reported work in a CGCC industry. Looking more specifically at arts and communications related jobs, the data shows 14.4% of all summer job opportunities in that area.

One of the key resources supporting students in these pursuits was the Domestic Summer Award (DSA), providing a $4,000 stipend to Yale students on financial aid for an unpaid or underpaid experience with a non-profit, government, education, arts apprenticeships or a science, laboratory, or other research facility.

In the second year, a total of 293 students received a DSA, an increase of 54% over the prior year. In looking at the organization breakdown: 30 Arts Apprenticeships; 38 Government internships, 109 research internships and 116 nonprofit positions. DSA recipients gained experience at 193 organizations across 38 U.S. states and territories.

Focusing on creative careers, the DSA funding supported a growing number of Arts Apprenticeships and non-
The Apprenticeships focused on experiential learning opportunities that put undergraduates interested in arts careers in direct contact with working professionals through extensive and practical summer mentoring. The non-profit arts positions were drawn directly from those arts industries that align strongly with the non-profit sector, specifically theater, publishing, arts administration, community arts and arts policy. In summer 2018, 40 arts-related positions received DSA awards, in support of 28 Arts Apprenticeships and 12 non-profit arts opportunities.

The International Summer Award (ISA) continued to be a strong funding source for students on financial aid pursuing internships abroad. During summer 2018, 31 students across 16 countries used ISA funds for an international internship and received an average award of $5,926. Compared to the previous year, there was a 56.5% increase in ISA applications received and a 45% increase in approved international internships for ISA funding.

**Preferred Yale Partners**

In an era where the internet job search is easy and quick, OCS sought a way to help students identify long-standing Yale partner employers. In Fall 2018, OCS created the

![DSA Employment Type Breakdown](image)

![Creative Careers DSAs](image)
Preferred Yale Partners initiative to highlight these excellent employers offering summer and postgraduate roles.

Preferred Yale Partners are alums, parents of current students, faculty, fellows, donors, and other Yale affiliates across industries that offer high quality opportunities including paid or unpaid internships, job shadowing experiences and postgraduate jobs.

To create the Preferred Yale Partner initiative within summer internships, OCS restructured internship postings away from former strict confines of the Yale-coordinated Internship Programs. The new model facilitates student-employer direct communication and more closely aligns with successful job search strategies. This new program not only better highlights wonderful employer partners, but also fosters student’s independence towards the ownership of their own job search.

In partnership with YAA, OCS reached out to more than 100 alumni clubs introducing the Preferred Yale Partner initiative and will continue to build new employer and alum contacts for future opportunities.

Many long-standing partnerships were also brought under this new umbrella including:

- **INTERNATIONAL PARTNERS:** Past international employer partners and alums were brought under the model to increase students’ awareness of these opportunities.
- **THE BULLDOGS ACROSS AMERICA PROGRAM:** Offered in New Orleans, LA, Louisville, KY, Minneapolis, MN, and Denver, CO.
- **THE YALE ALUMNI COMMUNITY SERVICE FELLOWSHIP:** Offered paid eight-week community service positions and provides students with the opportunity to spend a summer developing a working understanding of nonprofit organizations.
- **THE YAWKEY COMMUNITY SERVICE FELLOWSHIP:** Funded through the generosity of the Yawkey Foundation. Employers included the Environmental Defense Fund, Peace First, Save the Children, Artspace, LEAP, Innovations for Poverty Action, and Love 146.
- **YALE IN HOLLYWOOD:** An alum-led, internship program for students seeking summer opportunities in the entertainment industry. The program posted another 40 alum referred opportunities and through the Yale in Hollywood Events offered professional and networking interactions.
Building Summer Support for Students

In Summer 2017, OCS moved away from a model where only the students pursuing OCS-coordinated internships would receive pre-departure career advice and on-going support throughout the summer. Instead OCS opened these tools and resources to all students with extremely positive feedback from students and this support expanded in 2018-19.

Over the course of the summer, nine professional development newsletters were sent weekly to 4,421 returning first-years, sophomores, and juniors. The topics focused on professional development across experiences, such as networking and informational interviewing, LinkedIn techniques, and experiential reflection. The average open rate among the newsletters was 55%.

All Yale College students were also given direct access to a career pathway, entitled “Summer Experiences Pathway,” which is a self-directed online tool created by OCS staff to help students navigate every aspect of their summer internship experience.

In Spring 2019, OCS launched an ambitious project to connect more students with alums around the globe during the summer. OCS hosted a survey for students asking if they would like to connect with Yale alums in their summer host city and received 1,678 positive replies. OCS then connected those students to each relevant alum club leader and in the locations with a significant number of students, OCS offered to pay for a professional networking event to help bring together the students and alums.

- **LOS ANGELES ARTS INTERNSHIPS:** In its second year, this alum-funded program organized four funded summer opportunities for Yale students interested in exploring arts administration and the arts non-profits within the Los Angeles area, including the LA Opera, the Los Angeles Master Chorale, and the American Contemporary Ballet.

- **PAUL BLOCK JOURNALISM INTERNSHIPS:** These internships had another successful year, despite some unexpected and unfortunate press in the leadup to the Fall application cycle. Through the timely support of the Yale Journalism Initiative, new opportunities were created at the Sacramento Bee and the Milwaukee Journal-Sentinel.

- **BUCKLEY MEDIA & PUBLIC POLICY INTERNSHIPS:** Sponsored by the William F. Buckley, Jr. Program, and administered through OCS, this summer internship supports up to five funded media and communications positions at employers, including the Manhattan Institute, the National Review, and the New Criterion.
Applying to Graduate & Professional School

More than three-quarters of Yale College graduates consistently report their intention to pursue graduate studies with 5 years of graduation, and approximately 17% begin an advanced degree program immediately after graduation. Among the degrees pursued, Masters and PhD programs are the most common.

<table>
<thead>
<tr>
<th>Yale College Class Year</th>
<th>Immediately Attending Graduate School</th>
<th>Pursuing MA/MS/PhD</th>
<th>Planning on Graduate School Within Next 5 Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>20.0%</td>
<td>51.7%</td>
<td>78.1%</td>
</tr>
<tr>
<td>2016</td>
<td>17.9%</td>
<td>61.4%</td>
<td>75.3%</td>
</tr>
<tr>
<td>2017</td>
<td>15.0%</td>
<td>64.6%</td>
<td>79.7%</td>
</tr>
<tr>
<td>2018</td>
<td>17.4%</td>
<td>67.8%</td>
<td>79.6%</td>
</tr>
</tbody>
</table>

In addition to Yale College graduates, several students in the Graduate School of Arts & Sciences intend to pursue an additional advanced degree, and as a result OCS provides robust support in this area.

During 2018-19, OCS continued the successful process of hiring two Yale PhD students as peer advisors who added value in the following ways:

- Conducted advising sessions for students and alums interested in graduate school.
- Delivered six Grad School 101 workshops in the residential colleges helping potential applicants navigate the different stages of the graduate school application process. Topics included: I Might Be Interested in Graduate School; Connecting with Programs/Picking an Advisor; Soliciting Letters of Recommendation; Writing Personal Statements; and, I’ve Gotten into Grad School – Now What?
- Presented workshops to members of the Mellon Mays and Bouchet Fellowship Programs, which are designed to increase the number of historically underrepresented students who choose to pursue PhDs and subsequent careers in academia.

**Health Professions Advising**

The Health Professions Advisory Program (HPAP) serves students and alums in Yale College, the Graduate School of Arts & Sciences, and post-doctoral associates interested in pursuing careers in the health professions, including but not limited to allopathic, osteopathic, dental, veterinary medicine, and public health. Guidance is provided during the professional school application process and information is available about post-baccalaureate pre-medical programs for those who elect to complete their science pre-requisite courses after college.
In the 2018-19 academic year, HPAP changed the applicant preparation process to be much more interactive with the health professions advisors. OCS took the ambitious step of providing committee/composite letters only those applicants needing supplemental information in their medical school application. Alternatively, starting in spring 2019, the two health professions advisors added to their already busy advising schedule hour-long Applicant Preparation Appointments for approximately 180 Yale College juniors, seniors, and alums planning to apply in the summer of 2019.

This new intensive advising process was deeply engaging and provided potential applicants niche, high-touch guidance on the narrative of their application including when to apply, letters of recommendation, personal statement topics and their target school list.

The overall acceptance rate for first-time Yale College applicants matriculating to a health profession program in Fall 2018 was 84%, as compared to the national rate of 41%.

“The process of writing a statement of purpose for my grad school apps was initially daunting but working with OCS made the experience far more manageable. At first, I felt overwhelmed because I did not have a good understanding of how I should format a statement of purpose or what I was supposed to write about. The OCS advisor helped me organize my ideas in a meaningful way. She patiently helped me work through many drafts by providing poignant critique and kind words of encouragement as to what I could be doing better. Originally my writing felt like a rephrasing of my resume, but OCS helped me turn my statement of purpose into a piece of writing that truly highlighted my academic passions and professional ambitions. In the end, I was accepted to my dream master’s program at Harvard, and I genuinely believe that the career advisor played the most important role in my application process by guiding me through the difficulties of writing a good statement of purpose.

— Mauricio Robert, YC ’16
While the data can be interpreted in a multitude of ways, below are some observations:

• The applicant process continues to be extremely competitive. This increased competitiveness, is reflected in the high GPAs of both accepted and rejected applicants. For example, for the Class of 2018, the average total GPA for accepted applicants was 3.83 and the average total GPA for Alum applicants was 3.73. The average total GPA for rejected applicants was 3.4 and 3.53, respectively. The national average GPA for matriculating students is 3.72. These numbers mean there are many other factors besides GPA that are valuable to admissions committees, and advisors work diligently with students to convey this information.

• For this past cycle, 73% and 27% of the 131 first-time Yale applicants were science and non-science majors, respectively. This is slightly different from the 69% science and 31% non-science majors nationally. For many years Yale has been more similar in the percentages of majors.
OCS has been incredibly helpful throughout my pursuits of being accepted into dental school. Beginning in my first year, the Health Professions Advisors guided me in choosing a major, creating a timeline for completing the science requirements, and providing both academic and extracurricular advice. Ultimately with their support, I was accepted into dental school my senior fall and will be attending my number one choice dental school next year!

— Julie Berenblum, YC ’19

I have had the pleasure of working with the Health Professions Advisory Program since my first days at Yale. Now as a graduating senior who will be attending medical school in the fall, I am eternally grateful for all the guidance and support the team provided me during the past four years. Their ever-present support as I navigated my premed years at Yale was invaluable and I feel lucky to have attended an institution where our health professions advisors truly care about their students and their wellbeing.

— Gabriel Betancur, YC ’19

• Nationally, the average age of entrance to medical school is 24, meaning many people apply after graduating college. Yale has reflected this trend for many years with 72% of our first-time applicants applying after graduation. Before entering a health professions program, Yale College graduates take on various opportunities such as, further education, national fellowships, research positions, service roles and other full-time positions.

• This past year Yale saw an increase in students interested in veterinary studies, and expanded its support with information sessions by Cornell and UPenn Schools of Veterinary Medicine.
**Law School Advising**

OCS offers a wide range of services for students and alums considering law school and legal careers. The services include dedicated advising, application workshops, informational visits with law school admission deans, first-year law school alum surveys and many on-line resources. In addition, OCS offers an annual Law and Legal Services Networking event.

In the Fall of 2018, 343 Yale students and alums applied to law school, which was a 20% increase over the previous year. Although most applicants apply 1-3 years after graduation there was a 49% increase in seniors applying to law school this past year and Yale remained a top undergraduate feeder school to the nation’s top law schools.

"OCS always provides wonderful advice and allowed me to feel comfortable and confident as I navigated the process of applying to law school. From LSAT advice, to choosing recommenders, the advisor helped me achieve success. Simply put, OCS sets students and alums up for admissions success. Their guidance makes the impossible within reach.

—Declan Riley Kunkel, YC ’19"
The dedicated Employer Relations (ER) Cohort within OCS continued to maintain and grow relationships with sought after employers through strategic development efforts. During the year, ER staff met with current and prospective employers at conferences, at campus events, through individual consultations, and employer site visits. The ER Cohort supports Yale students through these efforts, as well as partnerships across campus, employer events, information sessions, and workshops.

As established in the OCS strategic plan, the goal is to offer employers many ways to connect with students, where no one method is superior to another. Several employer partners find the ideal Yale candidate by simply posting a position on Yale Career Link, while others engage in highly interactive programming such as datathons, hackathons, technical interview preparation, employer site visits, and panel discussions. During the 2018-19 year, employers across industries posted 2,724 full-time, internship and other opportunities on Yale Career Link.

The Employer Relations team established a Student Advisory Group to gain insights on various topics. The Student Advisory Group provided valuable feedback concerning employer offer guidelines, the timing and structure of career networking events, and employer organizations they would like to see recruit at Yale.

A new position was established to improve the effectiveness of sharing student outcomes with various stakeholders. The Manager of Marketing Technology position, which sits within ER, focuses on developing ways to make the wealth of OCS data more engaging and interactive. The position will also expand marketing efforts to inform more students about OCS resources and programs.

Consistent with the goal to support each employer with their unique recruiting needs, OCS again offered targeted career fairs, also called networking events, to enable students a more personal experience with each industry or functional group. Nine career networking events across multiple industries brought approximately 200 employers to campus to connect with more than 1,800 students. In response to growing student interest, OCS also launched a new Biotech/Biomed Career Event, an effort which will continue to grow in future years.
opportunities in innovative fields including robotics, energy, medical devices, environmental services, transportation, and design. Other consortia events included Biolink, Impact Link and the Georgetown Expo in Washington, DC, the All-Ivy Environmental Fair in New York and the Graduate Consortium Virtual Career Fair.

Building Strong Collaborations

Yale students continued to find success through the OCS consortium events outside of New Haven. The Engineering Career Fair Collaborative in Boston brought together students from Yale, Harvard, MIT, Boston University, Olin College and Tufts to meet representatives from engineering firms across the country. Students were exposed to
ER also further expanded an already strong working relationship with the Yale School of Engineering & Applied Sciences (SEAS) faculty and administrators, and over the past year collaborated on student programming with the Center for Engineering Innovation and Design (CEID). Especially noteworthy was an information session by Pratt & Whitney hosted by a recent Yale alumnus.

Co-hosted by Dean Vincent Wilczynski of SEAS, ER initiated a campus visit by The Arthur G. Russell Co., Inc., which designs, develops and supplies innovative automatic assembly solutions for the medical device, consumer, and electronics industries. The visit by the company’s CEO included a tour of the CEID and informal discussion with students about their current projects. As a result of this engagement, the students and Dean Wilczynski were invited to tour the manufacturing operation to gain a first-hand look at the design and fabrication processes.

In partnership with Development and YAA, ER provides engagement opportunities to Yale alums, parents, and others. Often this takes shape through internship creation, program participation, and recruiting of full-time roles. Yale alums continue to be one of the greatest sources for student mentorship, networking, and support in the achievement of their career goals.

After months of sending applications into what seemed to be a fruitless void, the STEM career fair enabled me to get my resume to recruiters at top companies—eventually leading to my accepting an offer at a top-tier tech company, which I am absolutely thrilled about.

— Gena Coblentz, YC ’19

We’ve had a superior experience working with the Yale OCS. The team is knowledgeable, friendly, and helpful every step of the way—not to mention ensuring we’re connecting with students in the best ways possible.

— Madison Taylor, Northeast Region Events Lead, Campus Advisory Management, Capitol One
On Campus Recruiting

Through Yale’s On-Campus Recruiting Program (OCR), students interview with employers for full-time jobs and/or internship opportunities. This program is primarily a tool for large organizations that can anticipate their hiring needs six to eight months in advance. Although OCR programs have diminished as a primary recruiting tool for many employers nationally, they remain a valuable part of the recruiting portfolio for certain industries. Approximately 500 unique students were selected to interview with 93 organizations participating in the program. These organizations represented firms from the financial services sector (40%), the consulting sector (33%) and an additional 3-5 firms from each of the following sectors: consumer products, education, legal and technology.
The Office of Career Strategy provides a full range of services and resources to support alums of Yale College, the Graduate School of Arts and Sciences, and postdocs seeking career advice. Some of these resources include a dedicated career advisor providing individual career advising, a Career Management Webinar Series and a list of external career coaches throughout the country. In addition, alums have access to OCS’s on-line resources including, Yale-exclusive job postings, an employer database, career related videos and tutorials, and an array of interview preparation tools.

During the 2017-2018 academic year over 750 alums from graduation years 1970-2018 scheduled individual career advising sessions with an OCS advisor. OCS remains dedicated to alums in assisting them in reaching their professional goals.

Career Strategy for Alums

I started off the application process feeling uncertain, but from the first conversation with OCS, I felt like they were right there with me, supporting me and giving me excellent, in-depth feedback, beyond my expectations. Applications aren’t fun, but it was a pleasure working with them. I feel very grateful.

— Alexandra Reyes, YC ’15

I thought that the salary negotiation process would be the most daunting part of the job search—and particularly so for a young woman with limited work experience. But approaching salary negotiation with clear goals and specific guidance about what constituted “fair” was a game changer. OCS provided me with insights that allowed me to negotiate, compare two offers, and ultimately choose a career path that I’m excited about. Far from daunting, this process was empowering.

— Madeline L., YC ’18