Five short years ago, F&M’s Trustees and President, Daniel Porterfield, proposed an office dedicated to holistic student and alumni development. At that time, F&M maintained a traditional Career Services office, which engaged roughly 22% of the student body, a part-time pre-law adviser and part-time pre-health adviser whose primary responsibilities resided outside of pre-professional advising, and sparse programming dedicated to preparing students for life—not just work—beyond college. Understanding and embracing the challenge inherent in disrupting established systems and innovating an entirely new division, I returned to my alma mater in September 2011 to develop and lead what would become the Office of Student and Post-Graduate Development (OSPGD).

The path to OSPGD began with several months of interviewing, observing and brainstorming. Through the spring of 2012, I met with more than 300 students, dozens of alumni, 17 academic departments, College House dons and deans, the Offices of Admission, Financial Aid and College Advancement, and others whose roles supported student and alumni success. Their collective responses framed an office that would help students develop critical life skills such as financial literacy, leadership, and mindfulness, while offering ongoing career advising and professional development opportunities to students and alumni no matter their class year or field of interest. It would leverage F&M’s extensive alumni and parent networks to provide access to internships and jobs, and mentorship for students and graduates. It would absorb and grow the team dedicated to career advising, including full-time health professions, legal professions, and alumni advisers. It would be centrally located on campus in a dedicated, state-of-the-art facility instead of a renovated home adjacent to campus in a location not visible to or regularly visited by students.

Looking back over the four years since we launched OSPGD for the purpose of writing these remarks, I am simply amazed by what OSPGD has accomplished. In the 2015–2016 academic year, OSPGD engaged more than 80% of the entire student body and
1,750 alumni in its services and resources, which included the envisioned life-skills programming. We increased the number advising appointments and frequency of drop-in hours to meet demand, as well as the range of workshops offered in the evenings, on weekends and via on-demand technology to provide greater access for the community.

More than 95% of the Class of 2016 secured employment or graduate school admission within six months of graduation, while hundreds of alumni transitioned successfully into chosen career paths with the help of OSPGD’s Alumni Advising team. In spring 2016, we began designing Harwood Commons, a new facility to be located at the heart of campus and house OSPGD beginning in February 2017, funded by a $1.5 million gift from F&M Trustee Brett Harwood ’71.

The following pages of this Annual Report highlight OSPGD’s accomplishments and outcomes while reflecting in scope and effect how an initial idea for a division translated into a palpable reality in less than five years. Moving forward, our objective remains to prepare students and alumni for meaningful lives beyond F&M, supported by advising, services and resources deliberately designed to drive their development and success.

Beth Glenn Throne, J.D., ’95
Associate Vice President of Student and Post-Graduate Development
**ENGAGEMENT**

*How do we know we are offering the type of guidance and programming that our students and graduates want and need?*

A telling measure is their ongoing engagement with OSPGD’s advisers, workshop attendance, and usage of on-demand resources, which we track and use to refine and improve our offerings.

<table>
<thead>
<tr>
<th></th>
<th>YEAR 1 2012–13</th>
<th>% of class</th>
<th>YEAR 4 2015–16</th>
<th>% of class</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FIRST-YEARS</strong></td>
<td>198</td>
<td>33%</td>
<td>413</td>
<td>68%</td>
</tr>
<tr>
<td><strong>SOPHOMORES</strong></td>
<td>409</td>
<td>66%</td>
<td>491</td>
<td>86%</td>
</tr>
<tr>
<td><strong>JUNIORS</strong></td>
<td>350</td>
<td>56%</td>
<td>515</td>
<td>80%</td>
</tr>
<tr>
<td><strong>SENIORS</strong></td>
<td>422</td>
<td>68%</td>
<td>454</td>
<td>90%</td>
</tr>
<tr>
<td><strong>ALUMNI</strong></td>
<td>284</td>
<td>57%</td>
<td>1750</td>
<td>80%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
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</table>
Over the course of FY 2016 (July 1, 2015–June 30, 2016), OSPGD delivered more than 150 in-person and virtual programs and events, attended by 2,500-plus students and alumni, including the following:

## ALUMNI THEME PANELS
Illustrating that no one major leads to a singular career, theme panels highlight alumni from different majors working in the same or related fields and are hosted by OSPGD in collaboration with multiple academic departments. Previous panels include Public Culture/Public Spaces, hosted in collaboration with the Art & Art History, American Studies, Anthropology and History departments, and Improving Mother Earth: Careers Relating to the Environment, hosted in collaboration with the Earth & Environment, Public Health, and Business, Organizations & Society departments.

## DECLARATION CELEBRATION
This annual event brings together sophomores, alumni and faculty for a celebration of the halfway point of the liberal arts experience and the milestone of declaring a major field of study, while illustrating the many paths that flow from every major.

## LIVING BEYOND COLLEGE SERIES
Preparing students and graduates of all class years for success beyond the classroom, this workshop series helps students develop important life skills, including money management, smart social media practices, mindfulness, communications and networking, and leadership skills.
SUMMER EXPERIENCE FAIR

The Summer Experience Fair provides sophomore, junior and senior presenters with a forum to share with fellow students how they secured their summer internship, off-campus study, volunteer or research experience and what they accomplished. The fair also is an opportunity for presenters to practice articulating their experiences, a key skill for future interviews and personal statements.

HARWOOD LEADERSHIP SEMINAR

Established by a gift from College Trustee Brett Harwood ’71, this yearlong seminar for sophomores helps participants learn about and grow effective leadership skills. Using principles drawn from business, industry and competitive sports, the seminar covers, among other things, leadership styles and values, communication, teambuilding, goal setting, and resilience/adapting to change.

LIFE AFTER COLLEGE SUCCESS PROGRAM

This yearlong program prepares juniors for life beyond college via peer group workshops on a range of career development topics and speaker dinners featuring F&M alumni and parents of influence across industries and sectors. These mentors provide advice on sustaining trajectories of success in the first critical years following graduation.
PROGRAMS CONT’D

life after college success program
SENIOR BOOT CAMP
Held in the fall and spring semesters, this daylong intensive program provides seniors with the tools they need to identify and compete for post-graduate opportunities before graduation. Participants learn how to articulate their unique F&M story; improve their social media profiles and application materials; conduct mock interviews with F&M alumni, faculty and professional staff; and take the necessary steps to advance their job searches.

F&M ALUMNI PARTNERSHIPS
This six-month program matches younger, less-experienced alumni with more seasoned alumni for professional mentorship and guidance. Designed to enhance the acumen of both mentor and mentee, this program includes individualized coaching, discussion groups, and ongoing support provided by OSPGD for a rich mentorship experience.

PHYSICIAN MENTORING OPENS DOORS PROGRAM
This program pairs current pre-health students with F&M alumni physicians, who mentor the students in their junior and senior years and provide opportunities for mentees to experience first-hand the reality of a career in the health professions.

F&M ALUMNI CONTINUING LEGAL EDUCATION PROGRAM
In 2016, OSPGD launched this Continuing Legal Education (CLE) series, allowing alumni attorneys to earn credits at no cost via in-person and virtual CLE events while enjoying time with alumni colleagues.

F&M CAREER CIRCLE FOR ALUMNIAE
This program creates a dedicated space and time for F&M alumnae to gather for dialogue, mentorship, and education on professional and career development topics unique to working women. Each Career Circle meets once per month for six months for facilitated discussions sponsored by F&M’s Council for Women and OSPGD.
The Office of Student and Post-Graduate Development supports graduates beyond their time at F&M by helping them sustain pathways to success no matter which trajectory they choose.

Whether guiding alumni through their first or fifth job transition, facilitating the development of professional skills and connections, or exploring alternate careers, OSPGD provides ongoing support to alumni through its Alumni Advising & Development Division.

The Class of 2016: Six Months After Graduation

For those employed, industries are:

- **20%** Education
- **16%** Finance and Insurance
- **7%** Research and Development
- **7%** Public Administration
- **7%** Community and Social Service
- **6%** Media and Entertainment
- **6%** Arts, Sports and Recreation
- **6%** Management, Scientific and Technical Consulting
- **5%** Advertising, Public Relations and Marketing
- **3%** Manufacturing
- **3%** Retail and Trade
- **14%** Other*

*Less than 3% for each of 23 industries
MEMBERS OF THE CLASS OF 2016 ARE PURSUING THEIR POST-GRADUATE GOALS ACROSS AMERICA AND AROUND THE GLOBE. HERE IS A BREAKDOWN OF WHERE THEY HAVE LAUNCHED THEIR CAREERS SINCE GRADUATING IN MAY 2016:

**U.S. REGIONAL BREAKDOWN**
- 65% Northeast
- 19% South
- 8% West and Midwest
- 8% International

**INTERNATIONAL BREAKDOWN**
- 44% Asia
- 34% Europe
- 11% Central America and South America
- 8% Africa
- 3% Australia

98% of the Class of 2016 are employed or pursuing further studies*

*Knowledge rate for 90% of the Class (483 out of 534 students)
WHERE STUDENTS INTERNED IN SUMMER 2015

Above Average Productions
Acorn Technology
ADEAM
American Federation of State, County & Municipal Employees
Alliant Employee Benefits
Allianz Global Investors
Apogee Adventures
Armstrong Community Theater
Atlantic Eye Care
Audible Inc.
Bank Hapoalim Group
Barclays
Bayer Pharmaceutical
BBB Wise Giving Alliance
BBC Capital
BlackRock Financial
Bloomberg LP
Blue Ridge Wildlife Center
Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF)
Cambridge Associates
Clark Associates Inc.
CNBC
Cornerstone Operations Group
U.S. Department of Justice
Edward Hand Medical Heritage Foundation
EMD Millipore
Emerald Asset Management
Ernst & Young
Evercore ISI
Financial Industry Regulatory Authority
Frank Public Relations
Frog Design Inc.
Frontier Communications
Geisinger Health System
Hershey Entertainment and Resorts
Infection Disease Research Institute
Jacobson Strategic Communications
BNP Paribas
Jodrell Bank Observatory
KPMG
Listrak
Loews Philadelphia Hotel
Mathematica
Merrill Lynch
Metlife
Moda Operandi

ELIZABETH DRAKE ’17
Morgan Stanley
Nashville Food Project
National Radio Astronomy Observatory
New York Aquarium
New York County District Attorney’s Office
New Jersey Transit Authority
The National Oceanic and Atmospheric Administration
Ohio Environmental Protection Agency
Oprah Magazine
People For the American Way
PFM Group
Philadelphia Phillies
Philadelphia Zoo
Prudential Financial
R.F. Lafferty
Siemens
Sotheby’s
St. Joseph’s Regional Health Network
Steel City Executives
Teach for America
Temple University Health System
The Around Campus Group
The Durst Organization
Travelers Insurance
Truman National Security Project
uFinancial Group
United Capital
U.S. Tennis Association
Vivaldi Partners Group
Wolf Kasteler Public Relations
Kissinger Institute on China and the United States
WHERE 2016 GRADUATES BEGAN EMPLOYMENT

Accenture  
AECOM  
Allergan  
AlphaSights  
American Heart Association  
AmeriCorps Vista  
Ameson Education and Cultural Exchange Foundation  
Aperture Press LLC  
Apple  
Avodah  
Barclays  
Bayer  
BBDO Worldwide  
BDO Brazil  
Berkeley Research Group, LLC  
Bloomberg LP  
Bloomberg Philanthropies  
BrandYourself  
Carat  
Cigna  
Citibank  
City Year  
Comcast  
Cushman & Wakefield  
Cydecor Inc.  
Delaware Museum of Natural History  
Deutsche Bank  
Dream Charter School  
Elliott Browne International  
Emerald Asset Management  
Essence Digital Limited  
Eurasia Foundation  
Eurofins Lancaster Labs  
Evercore ISI  
Fidelity Investments  
Forrest Solutions Group  
Franklin & Marshall College  
GEICO  
HarkerBIO  
HBO  
Hershey Medical Center  
HomeAdvisor  
Hunger Free America  
Independence Blue Cross  
JP Morgan  
Ketchum  
Lancaster General Hospital  
Manna Project International  

JENNIFER CREEL ’16  
U.S. Chamber of Commerce
Marcus & Millichap
Memorial Sloan Kettering Cancer Center
Merrill Lynch
MetLife
Moda Operandi
Moody’s Analytics
Morgan Stanley
National College Advising Corps
National Football League
National Opinion Research Center
National Park Service
National Urban Squash & Education Association
New Jersey Department of Health
New York Aquarium
New York City Department of Correction
New York City Department of Environmental Protection
Oaktree Capital Management L.P.
Oceana
Ogilvy & Mather
Oracle
OSA Wildlife Sanctuary
Pennsylvania College Advising Corps
Pennsylvania Higher Education Assistance Agency
PFM Asset Management
Philadelphia Museum of Art
Philadelphia Union
Philadelphia Zoo
PluroGen Therapeutics LLC
Political Science Quarterly
Prudential Financial Inc.
Queens County District Attorney’s Office
Research Foundation for Mental Hygiene
SEI Investments
Selective Mutism Research Institute
SKDKnickerbocker
Smithsonian Channel
SolarCity
Sotheby’s
Teach For America
TEKSystems
The Advisory Board Company
The Estée Lauder Companies Inc.
The Heritage Foundation
The Walt Disney Co.
Tradition Energy
Triade Media Group Ltd.
True Blue Films
U.S. Chamber of Commerce
U.S. Department of Justice
U.S. Department of State
U.S. Food and Drug Administration, ORISE Research Fellowship
U.S. Navy
United Airlines
Universal Television
Vanguard
Vivaldi Partners Group
William Morris Endeavor Entertainment LLC
Wohlsen Construction Co.
Youth Policy Institute
Zurich Insurance Company Ltd.
WHERE GRADUATES ENROLLED IN GRADUATE AND PROFESSIONAL SCHOOL IN 2015

American University (Elementary Education and Teaching, Economics, Law)
Arizona State University (Law)
Boston College Law School
Brooklyn Law School
Brown University (Acting)
Case Western Reserve University (Pharmacology)
Chicago-Kent College of Law
Columbia University (Earth & Environmental Engineering, Environmental Science & Policy, Law, Psychology)
Drexel University, Thomas R. Kline School of Law
Drexel University College of Medicine
Duke University School of Law
Erasmus University (Financial Economy)
Fordham University (Global Finance)
Freiburg University (Environmental Engineering)
George Washington University Law School
Georgetown University (American Government, Law, Physiology)
Hamburg University of Applied Sciences (Health Sciences)
Harvard Medical School
Hofstra University Maurice A. Deane School of Law
Hollins University (Children’s Literature)
Johns Hopkins Bloomberg School of Public Health (Health Science)
Johns Hopkins University (Nursing)
Lehigh University (Community Health Sciences)
London Contemporary Dance School
London School of Economics (International History)
New York Law School
New York University (Global Health, Law, Industrial/Organizational Psychology)
Pennsylvania College of Optometry at Salus University
Penn State University (Meteorology)
Penn State University Dickinson Law
Penn State University College of Medicine
Philadelphia College of Osteopathic Medicine (D.O.)
Rutgers University School of Law
Seattle University School of Law
St. John’s University (Library and Information Science)
State University of New York, Cooperstown (Museum Studies)
Sidney Kunkel Medical College at Thomas Jefferson University
Teachers College Columbia University (Higher and Postsecondary Education)
Temple University Beasley School of Law
The Catholic University of America (Law)
The Commonwealth Medical College
The University of Mississippi
The University of Vermont College of Medicine
Tufts University School of Medicine (Biomedical Science, M.D.)
University of California, Berkeley (Plant & Microbial Biology)
University of California, San Diego
<table>
<thead>
<tr>
<th>University of Connecticut</th>
<th>University of Pennsylvania</th>
<th>Wake Forest University</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Actuarial Science)</td>
<td>(Law, M.D., Pharmacology)</td>
<td>(Accounting)</td>
</tr>
<tr>
<td>University of Glasgow</td>
<td>University of San Diego</td>
<td>Washington &amp; Lee School</td>
</tr>
<tr>
<td>(Marine Systems Science)</td>
<td>(Paralegal/Legal Assistant</td>
<td>of Law</td>
</tr>
<tr>
<td>University of Leeds</td>
<td>Program)</td>
<td></td>
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<tr>
<td>(International Marketing</td>
<td>University of South Florida</td>
<td>Washington University</td>
</tr>
<tr>
<td>and Advertising)</td>
<td>Morsani, College of Medicine</td>
<td>in St. Louis</td>
</tr>
<tr>
<td>University of Maine School</td>
<td>Vanderbilt University</td>
<td></td>
</tr>
<tr>
<td>of Law</td>
<td>(Finance)</td>
<td></td>
</tr>
<tr>
<td>University of Maryland</td>
<td>Vanderbilt University</td>
<td></td>
</tr>
<tr>
<td>School of Medicine</td>
<td>(Accounting)</td>
<td></td>
</tr>
<tr>
<td>University of Mississippi</td>
<td>Vermont Law School</td>
<td></td>
</tr>
<tr>
<td>Law School</td>
<td></td>
<td></td>
</tr>
<tr>
<td>University of North Carolina</td>
<td>Villanova University</td>
<td></td>
</tr>
<tr>
<td>School of Medicine</td>
<td>(Finance, History, Law)</td>
<td></td>
</tr>
</tbody>
</table>

- University of Connecticut (Actuarial Science)
- University of Glasgow (Marine Systems Science)
- University of Leeds (International Marketing and Advertising)
- University of Maine School of Law
- University of Maryland School of Medicine
- University of Mississippi Law School
- University of North Carolina School of Medicine
- University of Pennsylvania (Law, M.D., Pharmacology)
- University of San Diego (Paralegal/Legal Assistant Program)
- University of South Florida Morsani, College of Medicine
- Vanderbilt University (Finance)
- Vanderbilt University (Accounting)
- Vermont Law School
- Villanova University (Finance, History, Law)
- Wake Forest University (Accounting)
- Washington & Lee School of Law
- Washington University in St. Louis (Mechanical Engineering)
- West Chester University of Pennsylvania (Applied Statistics)
- Widener University, Delaware Campus (Law)
- Yeshiva University Benjamin N. Cardozo School of Law
Presentations by Staff at National Conferences


National Association of Advisors for the Health Professions Conference, “ADAPT—A New Model to Unify Advising, Programming, and Resources.” June 2016, Minneapolis, MN
OUR STUDENT AND ALUMNI ADVISING TEAM

Kathy Babb, M.Ed.
Senior Student Development Adviser for Ware and Weis College Houses

Ashley Fry, M.A.
Student Development Adviser for Brooks and New College Houses

Stephanie Kessler
Associate Director of Operations and Student Development Adviser for Bonchek College House

Tammy Halstead, Ed.D.
Director of Alumni Advising and Development

Adam Tenenbaum, J.D.
Director of Legal Professions Advising

Kirsten Kirby, M.S.Ed.
Director of Health Professions Advising

Sonia Elliott, M.S.Ed.
Director of Employer and Community Partnerships

Beth Throne, J.D., ’95
Associate Vice President of Student and Post-Graduate Development and Engineering Professions Adviser