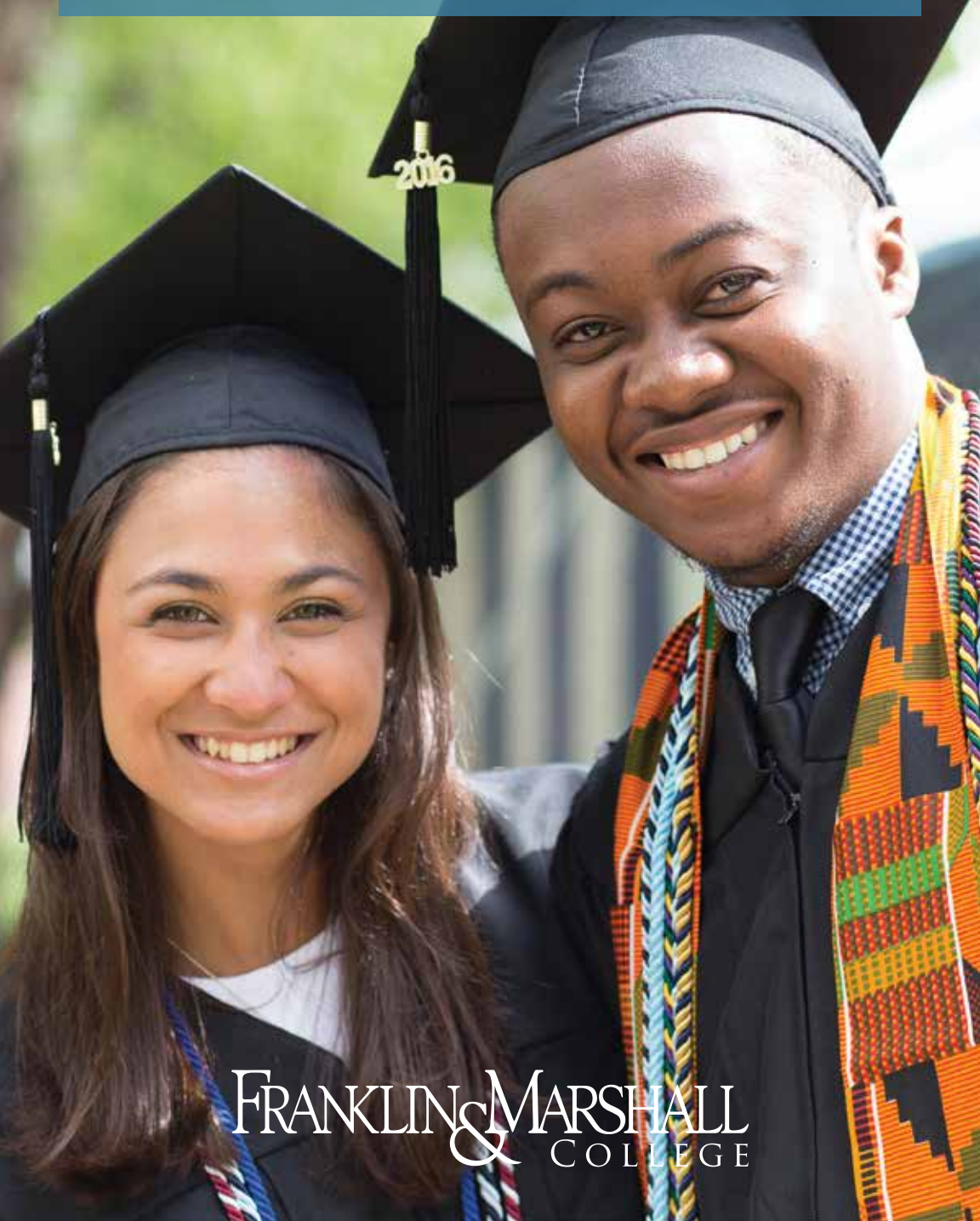


2015-2016

OFFICE OF STUDENT AND POST-GRADUATE DEVELOPMENT

ANNUAL REPORT



FRANKLIN & MARSHALL
COLLEGE



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

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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.

	YEAR 1 2012-13		YEAR 4 2015-16	
	unique engagements	% of class	unique engagements	% of class
FIRST-YEARS	198	33%	413	68%
SOPHOMORES	409	66%	491	86%
JUNIORS	350	56%	515	80%
SENIORS	422	68%	454	90%
ALUMNI	284		1750	
TOTAL		57%		80%



OUR PROGRAMS

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



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.

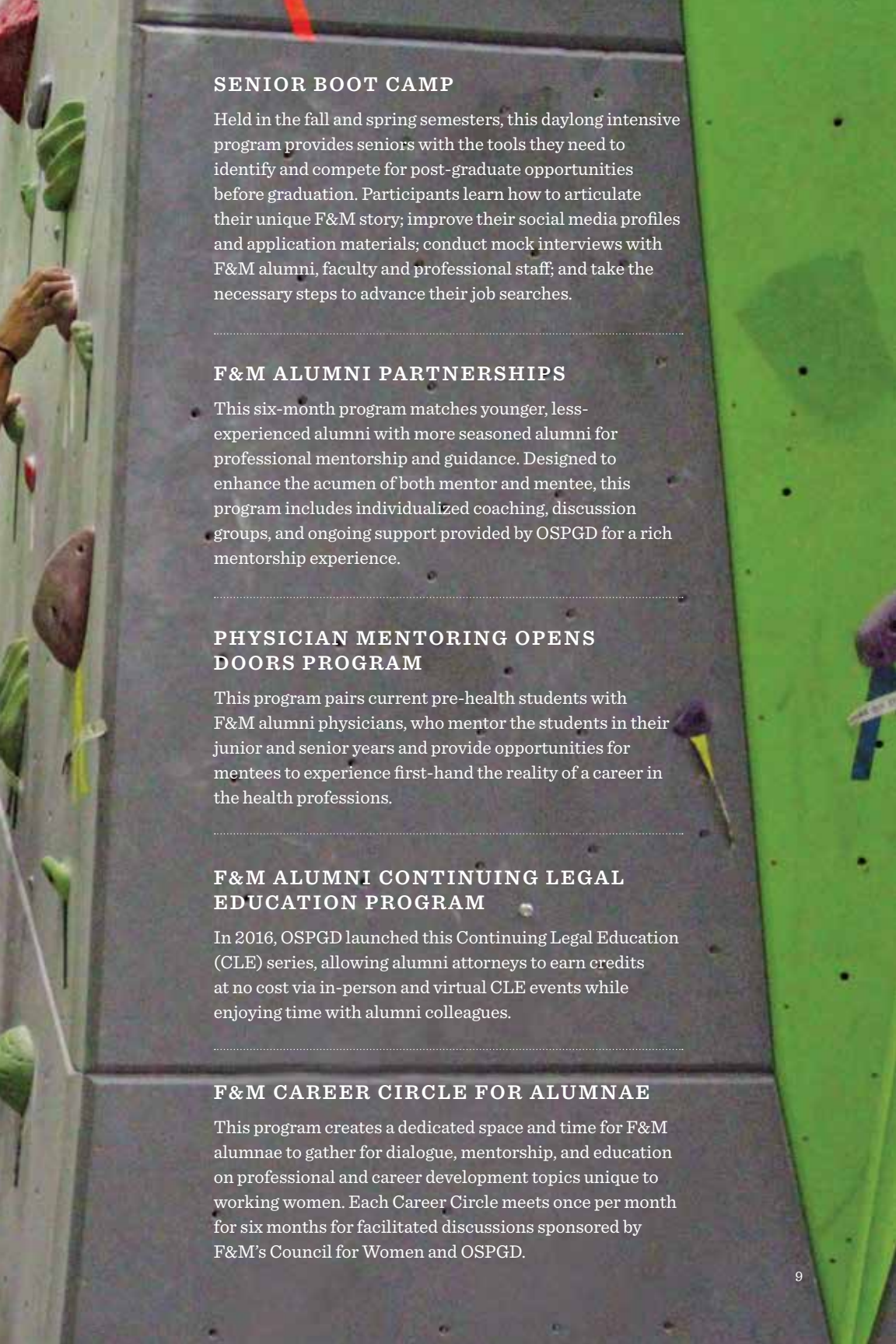
LIFE AFTER COLLEGE SUCCESS PROGRAM

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 ALUMNAE

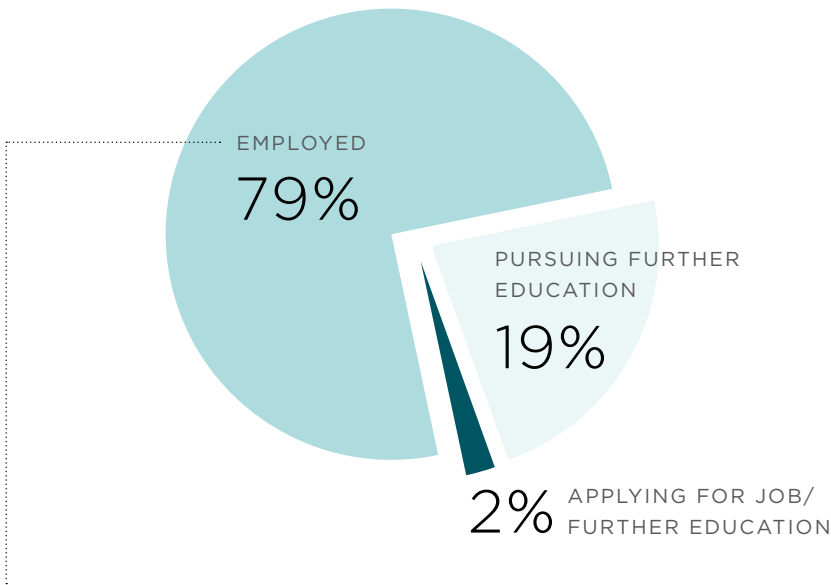
This program creates a dedicated space and time for F&M alumnae to gather for dialogue, mentorship, and education on professional and career development topics unique to working women. Each Career Circle meets once per month for six months for facilitated discussions sponsored by F&M's Council for Women and OSPGD.

STATS

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

**Less than 3 % for each of 23 industries*



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

**Knowledge rate for 90% of the Class (483 out of 534 students)*

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

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



JOSHUA YOUNG '18



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

VICTORIA NGO '16



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



PHIL KESSLER '16
HBO



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

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 Colleges and Employers, “Helping Articulate the Value of a Liberal Arts Education.” July 2015, Webinar

Academic Impressions Conference, “Revamping Career Services: Structure, Program and Partnerships.” July 2015, Washington, D.C.

Alumni Career Services Network (ACSN) Annual Conference, “Emerging Adulthood, Self-Efficacy, and the Career Development Experiences of Young Alumni.” July 2015, Philadelphia, PA

National Council of Continuing Education and Training (NCCET) annual conference, “Self-Efficacy and Emerging Adulthood As Bridges of Opportunity for Students and Graduates.” September 2015, Portland, OR

University Council for Education Administration (UCEA) annual conference, “Women Creating a Transcultural Space in Higher Education.” November 2015, Long Beach, CA

National Association of Colleges and Employers (NACE) Conference & Expo, “Leveraging Alumni and Parent Engagement to Advance Your and Your Institution’s Priorities.” June 2016, Chicago, IL

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

CONTACT US: 717-358-4084 | ospgd@fandm.edu | www.fandm.edu/ospgd



@OSP GDatFandM



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OSPGD

Office of Student & Post-Graduate Development