



OFFICE OF CAREER MANAGEMENT

# Annual Report

2020-21



THE OHIO STATE UNIVERSITY  
FISHER COLLEGE OF BUSINESS



Jeff Rice

## From a New Normal to the Next Normal

*The success of a leading business school career management office means being able to spot and interpret the impact of national and global trends on segments of the workforce. It means cultivating strong relationships with multiple stakeholders, including student career seekers, alumni stakeholders, professional associations, industry colleagues, and the managers and talent acquisition leaders within organizations that are hiring. And it means learning from the past.*

*But what if there's no blueprint for, say, a global pandemic, like there are for dot-com busts, recessions or housing crises? How do you navigate*

*the unknown and get back to normal? And what does this new normal look like?*

*That's the challenge that lies ahead for Fisher's Office of Career Management (OCM): finding ways to meet the needs and expectations of students and employers when so many industries and hiring processes look so different than they did just 24 months ago.*

*Jeff Rice, executive director of the OCM, shares his thoughts on what this next normal could mean for the students and recruiters with whom his team works hand-in-hand.*

*How would you compare the disruption this pandemic has had on student career coaching and helping students secure internship and post-graduate employment with recent downturns and tight labor markets?*

The biggest difference is the COVID pandemic was a global healthcare crisis resulting in worldwide economic and labor impacts. Unlike technology, housing or financial services downturns, nearly every sector of the global economy was impacted. Additionally, there was a short ramp time to prepare as the epidemic of January 2020 turned into a pandemic in March 2020. Past downturns were much more predictable and anticipated and were less catastrophic to the broader human condition. The pandemic and its related hiring pauses and layoffs brought not only financial distress, but emotional distress as well.

The other significant difference is also an opportunity — the shift to all-virtual service delivery. It is here where our team recognized that virtual communications aligned with Gen Z and students who were accustomed to, and often preferred, real-time interactions and problem solving through technology. The immediate focus of our team once we understood the long-term impact the pandemic would have was to align ourselves around available technologies to help bridge the connections between student job seekers, prospective employers and ourselves. I believe the stories told in this report demonstrate how successful we were in making this transition. Our challenge moving forward is to not only sustain these communication shifts, but to further enhance them through an intentional and methodical return to in-person interactions as well. The new normal was virtual. The next normal will be hybrid.

### *What do you see being emphasized by career management professionals over the next few years?*

The competition for internships and post-graduate employment will turn to a national (if not global) recruiting landscape. Companies will no longer be limited to their top-choice schools in investing their recruiting dollars. They have realized the cost savings and increased talent pool available to them through virtual recruiting strategies. In order to maintain the competitive advantage of a top business school, our team will need to emphasize to our students that the Fisher brand cannot be their sole value proposition. This will require their total investment in what Fisher and our team has to offer them in their preparation as job seekers. This aligns perfectly with our mission statement.

Empathy, while always important in coaching college students during the “ups and downs” of a self-directed job search, will need to take on a new level. The pandemic has impacted a broader human condition and has brought with it higher levels of anxiety and stress which are palpable for many. When considering what brings natural anxiety and stress, securing employment rises to the top. Finding ways to be even more understanding and empathic to this stressor in our interactions with students will be critical.

Finally, the long view (3 to 5 years post-graduation) will replace the short view (1 to 2 years post-graduation) that most career professionals focus on. It will be important for career coaches to help students visualize and plan for career choices that stay consistent with their values and industry preferences, and not simply settling for a “job.” Identifying and researching companies with cultures that align with values, as well as industries that are well-positioned to meet the needs of a shifting economy, will provide important “teaching moments” for career coaches. We have always approached our work with students as not only providing strong job search acumen, but also engaging them as young economists and risk analysts. This is the next “three-legged stool” for career management offices.

### *In general, what are you hearing from companies and recruiters about the current labor market?*

There is some optimism as it relates to hiring talented college graduates in industries that do not require in-person contact with customers in order to continue profiting — technology, retailers, consumer goods companies and financial service companies, many of which have mastered e-commerce. Consulting services, manufacturing and logistics services companies have also scheduled recruiting opportunities at Fisher in the coming year. There are several key realities that companies need to face: remote work is here to stay, and hiring processes will require additional resources and strategic planning.

### *Have you seen any major shifts in how companies are recruiting new talent?*

There will be a significant shift in how students are recruited — one that trends away from on-campus recruiting to an increase in virtual events and interviews. The latest survey conducted by the National Association of Colleges and Employers (August 2021) indicated 72% of employer respondents plan to increase their virtual recruiting strategies (includes virtual tours, virtual career fairs, virtual information sessions and virtual interviews). This anticipated increase is due to unknown travel restrictions, campus safety measures, as well as cost savings. It will be important for career management offices to be nimble in shifting from on-campus recruiting requests to virtual events (and vice versa). Our team is well-prepared through a technology platform that allows such shifts to occur in near real-time.

### *What are you hearing from students and young alumni about what makes a company/organization attractive to them?*

It begins and ends with culture. A unilateral quality of this generation is they prefer not to settle for a “job” and would prefer to secure a “career.” More importantly, they want careers with companies that will help them grow and learn in specific ways. At the top of their list is work-life integration. Clearly, the pandemic has thrust virtual and hybrid work schedules into the mix for many companies. This will be to their advantage in recruiting. Equally important to this generation are 1) being part of an organization that is both diverse and inclusive; 2) collaborative environments that will allow them to expand their capabilities and contribute; 3) professional development and learning opportunities within their work; 4) clear expectations with opportunities to own and lead projects without micro-management. These qualities are what our team is advising companies to emphasize and demonstrate when presenting themselves to students.





# Our Mission

The Office of Career Management will provide highly personalized services to develop the best-prepared job seekers and be every employer's favorite place to recruit.



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# In-person, Virtual or Both? The path ahead:

A look at the future of internships, alumni engagement, career fairs, technology and corporate partnerships.

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If there's anything the past 18 months have revealed, it's that physical distance is no longer an insurmountable obstacle to forging meaningful connections. And while meetings, interviews and internships may not be completely virtual in the coming years, it's safe to say there's no going back to the status quo.

"The convenience and flexibility that technology

now provides is a game-changer in how we're serving our students and recruiters," said Jeff Rice, executive director of Fisher's Office of Career Management (OCM). "One of the few silver linings from the sudden shift to virtual offerings is that, as career professionals, we found out what works well, what can be tweaked and what career-related offerings are better delivered in-person."

"Looking ahead to the future, we're confident we're finding the right balance in multiple areas of our focus: internships, alumni engagement, career fairs, technology and corporate engagement. To not have learned or made meaningful changes to our services over the past year and a half would have been a missed opportunity. The stories which follow are testimonials to how we are addressing the path ahead."



# Shifting Ground: A look at the future of internships



Dani Habegger (BSBA '21)



Audrey Bledsoe



Casey Spangler (BSBA '21)

**D**ani Habegger doesn't know what the future of internships looks like, but if anyone is qualified to make a guess, it's the Fisher graduate.

Her experiences as an intern spanned a monumental shift in on-the-job learning. She was one of many students to experience in-person internships and virtual ones in 2019 and 2020, providing her with unique insights into the changing landscape of internships.

"Companies offering remote internships can still train and teach college students without having to offer a relocation stipend," said Habegger, who interned first at Yelp, then with McDonald's. "For interns, this can be beneficial because they don't have to relocate and can complete their internship from home — saving so much money."

There's also a level of enterprise-wide perspective that virtual internships can provide.

"At McDonald's, I was able to set up meetings with people all across the organization," said Habegger, who eventually joined the company as a rotational technology specialist after graduating in 2021. "It

was really nice to talk with people who worked not only in the headquarters in Chicago, but people in countries around the world."

The experience differed from her 2019 internship at Yelp. In the office, coworkers were more easily accessible and communication was streamlined.

"I liked being able to easily talk with my manager," she said. "I didn't have to set up a meeting on Teams or wait 30 minutes for a response. I could just go up to her."

It's why Habegger supports some sort of in-person experience for students, even if it's only a small part of an internship.

"It will help them to get a feel of how everything works," she said.

Audrey Bledsoe, OCM assistant director of Undergraduate Career Services and Education, predicts companies will continue offering internships — or portions of them virtually.

"The key is flexibility," she said. "It can save

companies — and students — a lot of money to hold meetings and gatherings virtually rather than having employees travel long distances. However, I know that most students feel that they get much more out of being in-person than they do being virtual."

Casey Spangler (BSBA '21) also experienced the duality of in-person and virtual experiences. In 2019, she interned with JOANN Fabrics, where she was onsite in Hudson, Ohio. The following year, she completed a virtual internship with John Deere.

"I learned a lot about building confidence and how to keep myself motivated in the workplace in both of my internships," she said. "At JOANN, I learned the lesson of asking questions, even if it feels like too many. I carried that into my Deere internship and asked as many questions as I could. Even now, in my full-time job, I continue to ask questions and think of new ways for the business to be more efficient."

From her point of view, she also sees the future of internships as being virtual or hybrid in format.

"COVID-19 has introduced new and innovative ways to connect, learn and work. I believe businesses will take advantage of these ways to reach a more competitive and driven workforce," said Spangler, who now works as a purchasing, inventory and logistics specialist at Kent Corporation.

Whether they're offering in-person or virtual, Bledsoe said companies stand to gain by partnering with the OCM for internship talent.

"One of the best things a company can do is increase its presence on campus to foster interest and awareness among students," she said. "We can help facilitate that through our student organization connections, Fisher career fairs, opportunities to speak in classes and setting up on-campus interviews."



Cynthia Harris (MBA '13)



Lisa Walsh (MBA '18)



Tomee Abiodun (MBA '19)

# Career Connections:

## Alumni network giving back and guiding career seekers

Cynthia Harris was excited when she was asked to make a virtual appearance at the college that had given her so much.

Harris (MBA '13) jumped at the chance to meet with current Fisher students who, with the help of the OCM, were embarking on their search for their first post-graduate jobs.

"The office was incredible for me when I was a graduate student, so the opportunity to give back specifically to that office was really exciting," said Harris, who is now the founder of 8:28 Consulting, a marketing research firm.

The session was part of a series of virtual talks hosted by the OCM throughout 2020 and 2021 that connected Fisher students with successful alumni whose careers have been shaped by the office and its services.

Harris' presentation, part of the "Networking at Noon" series, included insight and advice for current students as she shared her own journey. The session

ended up being a win-win for Harris as well as Emily Hong, a student at the time. Hong later became an intern for Harris.

"She was interested in qualitative research, so she reached out, we connected and formed a relationship," Harris said.

Hong (MBA '21) went on to secure a full-time position with another local organization, which she was able to land in part due to her internship with Harris.

"It was incredible to lend her the opportunity to learn from our business. She worked hands-on with a client project, which was really exciting for her," Harris said. "What I thought was just going to be 30 minutes to an hour with students really turned into an amazing relationship with Emily, and I'm hoping that these virtual sessions will be the start of future relationships with other students as well."

Lisa Walsh (MBA '18) also made a virtual return to Fisher during the "Wisdom Wednesdays" part of the series.

"As I was going through a full-time job search as a student, it was really the alumni network that was very helpful with how they shared their experience, tips and advice," said Walsh, a senior customer supply chain manager at P&G. "That network is how I ended up getting my job now. So, if I can just help one person get her foot in the door somewhere, I'm always happy to give back."

Tomee Abiodun (MBA '19), a product marketing manager for Microsoft, was delighted by the quality of students she spoke with as a panelist in the "MBA in Technology" session.

"Being in their shoes only two years ago, I was very impressed by the knowledge of the students and the initiatives they have taken to stay relevant," she said.

Abiodun's passion for helping others, especially students, accelerate and grow in their careers was a driving force in her return to Fisher.

"I understand how confusing and challenging it can be with lots of information but little clarity out there," she said. "I want to ensure present and future students have better experiences than I did, career-wise, and sharing my story, failures and learnings is the best way to get that done."





Jack Sweeney (BSBA '21)



Sarah Steenrod



Corbin Adams (BSBA '21)



Jennifer Maroli (BSBA '21)

## Success Through the Screen:

### A look at the 2020 Fisher Fall Career Fair

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The space where Fisher would typically hold its career fair was quiet. Instead of the din of countless conversations and students waiting in line and shaking hands with recruiters, these interactions were happening virtually — a first for the Fisher Fall Career Fair.

One of those students lining up by logging on was Jack Sweeney. He didn't know it at the time, but the event would lead to him landing his dream job.

"I felt that a virtual career fair was more beneficial to me than an in-person fair," said Sweeney (BSBA '21). "Of course you don't get the in-person interaction, but it allowed me to prioritize my time and organize different sessions in a more orderly and timely fashion."

One of those sessions was with Fifth Third Bank. That virtual conversation led to Sweeney's "dream role" as a member of the bank's Credit

and Commercial Middle Markets Lending team in Chicago.

Ahead of the first-ever virtual event, OCM provided students with a 20-minute webinar that previewed what the career fair would entail.

The preview included advice on how to prepare for the three phases of a career fair: "before," which emphasized company research and personal goals; "during," which covered introductions and professional presentation; and "after," where follow through and thanking employers were covered.

"The OCM team also met with many students virtually leading up to the career fair on topics such as resume writing, preparing for the fair and interviewing," said Sarah Steenrod, director of undergraduate career consultation and programs for OCM.

Those services paid off for many students,

including Corbin Adams (BSBA '21).

"I was able to connect with many employers and secure multiple interviews at the career fair," said Adams.

Although traditionally held in person for one day, the 2020 virtual fair spanned three days, which provided more flexibility for recruiters and students. The exposure to so many different employers helped some students discover new career paths.

"I was able to meet representatives from more than 20 companies in three days, which allowed me to learn about the companies I was interested in on my own time schedule," said Jennifer Maroli (BSBA '21), now a sales associate with Fischer Homes. "Prior to the career fair, I didn't know what field I wanted to pursue post-graduation but soon realized that sales is a great fit for me."

With the success of the virtual fair, career fairs may never look the same again.

"I can definitely see virtual career fairs sticking around — not just at Fisher, but in career fairs all around the country, because we now have a platform that's very easy to use for a virtual setting," said Steenrod.

# Artificial Intelligence, Real Success

Technology providing career seekers with data-driven strategies and feedback

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*Grace Stark (BSBA '21)*

For years, Grace Stark had a familiar resource she could turn to any time she was applying for a job. Her father, a writer by trade, was long utilized by family and friends as a resume critic — someone always willing to help as they changed jobs or gained new skills.

When Stark transferred to Fisher earlier this year and changed her major to human resources, however, she quickly realized the resume writing and interview preparation technology offered by the college's Office of Career Management was unlike anything available at home.

Since 2016, Fisher students have had access to the latest career preparation technology through a partnership with VMock, a provider of career-focused services that utilizes artificial intelligence (AI) to give students feedback and insights that are rooted in real data. Since the technology was rolled



*Madison White (BSBA '21)*

out at Fisher, thousands of students have used VMock to create, update and polish their resumes.

"VMock really helped me get my resume into shape," Stark said. "I knew it was a reliable source for feedback and advice when I compared my first resume with the most recent one I completed using VMock. They're completely different."

Built into select courses at Fisher, VMock's resume tool tailors its feedback to each student based on a number of variables, including: the industries and fields to which they're applying, effective keywords, phrasing and lexicon, whether personal skills and strengths are missing or understated, and many others. The result is a resume effectiveness rating that is scored against millions of real, high-quality resumes in VMock.

"The platform removes subjectivity as to what



*Salil Pande*

constitutes a great resume," said Salil Pande, VMock's founder and CEO. "On VMock, platform users get benchmarked against resumes that have led to successful career outcomes for real people. This increases their personal confidence and confidence in the quality of our product."

For career advisors, the availability of tested, data-driven career insights is a win-win for students and themselves, said Jeff Rice, executive director of Fisher's OCM. VMock creates efficiency for OCM's staff; instead of parsing phrases, aligning bullets and correcting chronologies on resumes, career advisors can better focus on helping students refine their soft skills and interviewing techniques.

"We've estimated that VMock has provided a cost savings not just related to time but also to resources in that we haven't had to hire more people to handle the quantity of resume critiques," Rice said.

## More than resumes

Students are harnessing VMock's technology to shape their footprint and performance in other areas looked at by recruiters. VMock can optimize LinkedIn profiles to reposition a candidate's skills and experiences to better position them for recruiting success now and in the future.

And then there's AI-driven mock interview and pitch preparation.

Second-year MBA student Madison White utilized the technology's elevator-pitch program to help her better articulate to potential employers her reasons for leaving the nonprofit industry to pursue an MBA and the new career opportunities the graduate degree may provide.

"It's helpful because you're sitting in front of a camera delivering your pitch, and it's measuring typical aspects of your delivery like pace, tone, expressions and gestures," White said. "But the program gave me feedback not only on what it heard but what it sees, like non-verbal cues.

"When everything went virtual and internship and job interviews were being recorded and submitted, it was even more useful. My first-round interview with Chase was virtual, so I knew how I needed to speak, act and look on camera."

The pitch practice and resume critiques paid off: White landed an internship with JPMorgan Chase as a summer associate.

"VMock having the data and analytics to back up its claims really resonated with me," White said. "The insights it provided were reliable and good. It helped me use my nontraditional background as a way to stand out and kept me from being filtered out during the application process."

For Stark, VMock's technology helped her craft a resume that opened the door for an eventual

internship at Hexion, a materials manufacturer in Columbus. It also doubled the number of resume experts in the Stark house, as Grace's boyfriend and her older sister began asking her to review and critique their resumes.

## The future

So is the future of career coaching devoid of humans and completely driven by AI, webcams and big data? Not exactly. Each has, and will continue to have, a role in how quality career coaching is delivered, Rice said. Organizations' ability and agility to recognize the interplay will ultimately dictate success.

"Technology can't replace people; however, technology can displace a big part of what people do," Pande said. "Complex problems will remain human problems. But humans in the service of solving problems must upskill and upgrade themselves to solve those problems."

Career-seekers, too, must recognize where algorithms end and aptitude begins, Rice said.

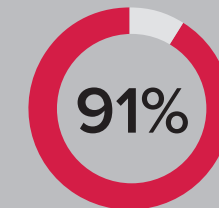
"The technology of the future is dabbling in the emotional intelligence of a person," he said. "But the one thing technology can't do is incorporate all of our senses and our sense of nuance, which are the most important aspects of presenting ourselves. Knowing the spectrum of humility and arrogance, and positioning yourself in the middle as a self-confident individual who is able to connect culturally with a company is what will drive success."

"Those aspects, along with virtue, will always depend on a human connection. Nothing in the near future will take the place of the 6 feet between you and another person in how you share your emotions and skillset."

2,371

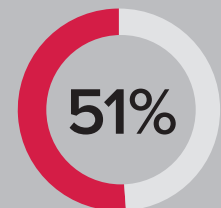
Total number of students who joined the Vmock platform

The percentage of those who uploaded a resume for scoring after joining



The percentage of students who improved their resume score after uploading their resume more than once

The percentage of students who improved their interview performance in content strength





# Growing Talent and Launching Careers:

Deloitte and Fisher



Emily Azzolina

Emily Azzolina credits the Deloitte Career Launch program for doing just that — igniting her career interest.

After engaging with a panel of Deloitte professionals from all areas of the organization including audit, advisory, tax and consulting, the program gave her the direction she needed.

“They all talked about their jobs, and that was when I first realized that I was interested in becoming an accountant,” said Azzolina, who eventually landed an internship with Deloitte.

Established in 2015, the Career Launch program creates a safe space to introduce undergraduate students at Fisher to soft skills necessary in business,



Courtney Clark (BSBA '03)

said Courtney Clark (BSBA '03), a tax partner, Deloitte Tax LLP. Other areas of focus within the program include approaches to building professional networks and helping students create their personal brands.

“The chief inclusion officer at Deloitte met with us in 2014 to discuss a shared goal of improving the diversity hiring goals at Deloitte while also enhancing Fisher’s goal of improving the retention of under-represented groups at Fisher,” said Jeff Rice, executive director of the Office of Career Management.

The students Deloitte and Fisher hoped to serve through the Career Launch program included first- and second-year undergraduates who were first-

*“I notice myself growing as an individual, in both academic and professional settings. Having the chance to listen to professionals from Deloitte and in the various offices here at Fisher has been extremely insightful.”*

*-Student Testimonial from survey*

generation college students, students from diverse ethnic backgrounds, nationalities, sexual orientations and gender identities.

“Both organizations have benefitted from this shared goal of contributing to the academic success and career outcomes of students who often face unique challenges,” Rice said.

The sixth cohort, which experienced the program during the 2020-2021 academic year, involved 45 first- and second-year students.

“All the people I have met and worked with at Deloitte have been helpful and have given me a lot of advice both during the Career Launch program and my internship,” said Azzolina, who is pursuing a

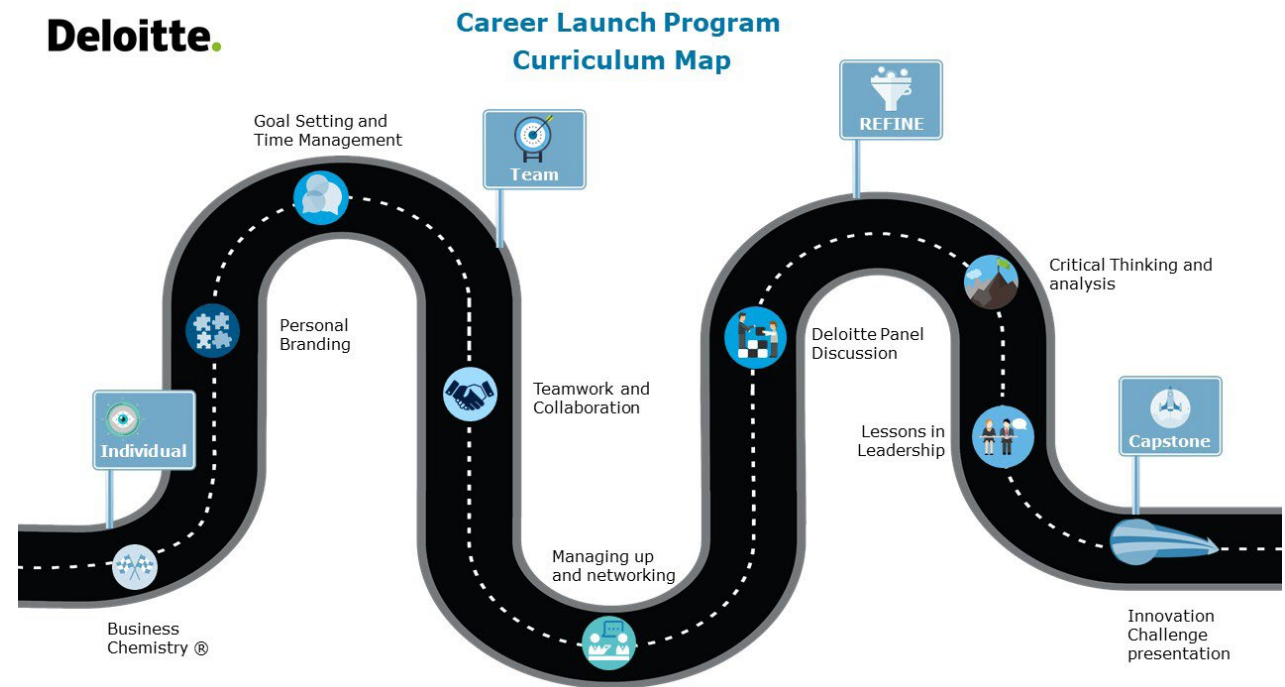


Colin Stewart (BSBA '20)

Master of Accounting (MAcc) degree at Fisher.

The Career Launch program, a product of a longstanding relationship between Deloitte and Ohio State, is just one of numerous talent pipelines between the two organizations. In all, 485 Buckeye alumni and 71 student interns work for the organization. At Fisher, Deloitte has been among the top five recruiting organizations consistently for the past 10 years, having hired 188 business graduates and 155 interns since 2011.

One of those graduates is Colin Stewart (BSBA '20), who said the Career Launch program “humanized” the professional world for him.



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“Being able to interact and converse with real professionals went a long way in helping me understand what I was going into and what people in that field are like,” said Stewart, an audit senior assistant, Deloitte & Touche LLP. “I’d encourage any company who is considering a relationship with Fisher to send as many people as they can to have real, meaningful interactions with current students.”

The program also helps students better understand how their classwork translates into real jobs. Those offerings, led by professionals from Deloitte working alongside Fisher faculty, included speakers, panels, personality assessments and discussions of career goals.

“Programs like this go a long way in bridging that gap,” he said. “Being able to develop familiarity and rapport in the process is a great added benefit as well.”

This past year marked a first for the program — it was delivered entirely virtually, adding flexibility and increasing engagement by eliminating travel expenses and considerations.

“We utilized breakouts to mimic the feeling of ‘talking around the table’ and to create the safe space for students to share their experiences,” Clark said. “Going forward, we’re looking forward to a hybrid approach.”

# Corporate Engagement – The P&G Pipeline

Meet the alumna behind a new program that is helping students sharpen their interview skills in real, meaningful ways

As businesses look for new ways to attract top talent, some are starting to recognize that a school's alumni are the ideal recruiters to identify new employees.

"Alumni know the curriculum, they know the caliber of student at Fisher, and they are excited to bring that talent to their companies," said Mark Wilson, Director of Recruiter Relations and Technology within Fisher's Office of Career Management. "Alumni recruiters take a lot of pride in finding great candidates from their alma mater that go on to do well in their company."

Alumni recruiters like Ruthie (Lee) Apple (BSBA '07)

"Recruiting has always been a passion of mine," said Apple, senior director for New Brands and eCommerce Skin Care at P&G. "I attribute a lot of me coming to P&G to Fisher. I'm incredibly happy at P&G and know others could be too."

Turning that passion into action, she helped spearhead the creation of the Master Your Interview Skills & Seminar at Fisher, a collaboration between the OCM and Fisher alumni working at P&G. The two-part series features a skills seminar, similar to a TED talk, which teaches students how to succeed in interviews. The second part asks students to apply what they learned in the seminar through a mock interview master class with P&G recruiters who are Fisher alumni.

The program was a culmination of a number of factors, namely P&G's longstanding relationship with Fisher, a desire to equip career-seekers with the very



*Ruthie (Lee) Apple (BSBA '07)*

best in career preparation skills, and Apple's passion for bringing the very best Fisher talent to P&G.

She started volunteering as a general recruiter for P&G before directing her efforts toward Ohio State with a particular focus on the recruitment of Asian and Pacific Islander candidates. For the last two

years, she has been the sales recruiting leader for Ohio State — in charge of the sales function efforts at the university.

## Interview insights

In creating the framework for the seminar, Apple and Wilson drew on their own experiences working with students during the recruiting process. At P&G, Apple is usually students' first screen interview or their final interview, conversations that typically end with students asking Apple for feedback on their performance.

"I can give them feedback, but in the end, I still have to score them on the interview we had," said Apple.

This feedback loop sparked the idea for a program that could provide the same advice, but in a low-pressure setting in which the stakes weren't so high.

While working with OCM on a sales case competition, she and Wilson discussed creating an interview program with a twist — one from the company's perspective.

"Most of the time, an employer will volunteer to do a teaching session on how to interview in very vague, general terms," said Wilson.

Apple's idea was a change from this approach and a big motivator for launching the Master Your Interview Skills & Seminar program in spring 2021.

Specific to P&G, the program gives students an inside look at how P&G conducts interviews,





Mark Wilson

questions they ask, what they look for in a candidate, and how students can best translate their experience to something valuable to P&G. Students who are targeting P&G as a potential employer will get feedback from alumni and leaders who influence hiring decisions at P&G.

“All the alumni volunteers graduated at different times, which is great for the diversity of experience and thought for feedback during the master class,” said Apple.

## Paying forward

Most of P&G’s alumni recruiters who participated did so because they enjoy the process and see it as a way to give back to students at Fisher. But it’s not

all about giving back, it’s about looking forward and learning from them too, Apple said.

“I love the way that a lot of new hires from Fisher challenge the way we think,” she said. “They’re making sure we continuously innovate — they are the future of our business.”

From P&G’s perspective, programs like these increase the company’s exposure at Fisher and allows their alumni recruiters to maintain a strong pipeline of talent.

“Fisher is a top school for recruiting. Companies like P&G are competing for quality candidates, so they are always looking for ways to make sure our students know they exist,” said Wilson.

The seminar and master class is open to any Ohio

State student, regardless of year or degree program.

“I thought it was great that there were sophomores who took advantage of this event,” said Wilson. “Even if a student isn’t targeting P&G, the opportunity to practice with alumni recruiters from one of Fortune’s Global 500 companies will expand a student’s network and give them a lot more confidence going into recruiting season.”

OCM is planning another Master Your Interview Skills & Seminar for autumn 2021.

“It’s a safe space to practice and learn,” said Apple. “Regardless of major or depth of your resume, the interview skills class and seminar are about taking your experiences and illustrating to your interviewer how that can flex into a business situation.”

# Pandemic Perspective:

Unprecedented challenges, unrivaled action

Meet the students navigating one of the tightest job markets in history — and the OCM services that helped them thrive



Josh Bernadel (BSBA '21)



Jason Denrich (BSBA '21)

Describing the past 18 months as anything but “unprecedented” is as easy as it is true. It’s certainly apt for the amount of devastation and disruption experienced throughout the past year and a half.

But the word, “unprecedented” isn’t necessarily a negative one; there’s hope in it. It’s how Jeff Rice describes the patience, tenacity and grit of those students looking for their first post-graduation job.

And it’s the word he uses to illustrate the many ways his Office of Career Management (OCM) team redoubled its efforts to help those students find employment and internships during one of the worst hiring periods in recent history.

“I don’t know if there’s ever been as much uncertainty about so many things than throughout this past year and a half,” Rice said. “But in terms of career coaching and preparation, we’ve met these challenges with unprecedented service. And we’ve seen similar dedication from the students who, through no fault of their own, found themselves graduating into a tough job market.”

In a typical year, the OCM tracks employment and salary information reported by new Fisher alumni during the three-six months following their graduation. During that period, students have access to ongoing career support services offered by the OCM. But 2020-21 was anything but typical.

The number of job offers received by undergraduate students at Fisher decreased by 45% from March-August 2020 as compared to the same period from the previous year. It was the lowest percentage of job offers reported by students within three months of graduation since the financial crisis of 2007-2008.

Recognizing the dearth of jobs for new graduates, the OCM expanded its approach to how it would support students and measure their career search success during this new reality, Rice said. Instead of focusing on the industry-standard measurement window of three months post-graduation, the OCM would take





a longer view. For those alumni graduating into one of the tightest job markets ever, and for the students whose graduation was on the horizon, Rice's team would offer more support, connection and service than ever before.

Using information supplied by students via Handshake, OCM's career services portal, the office reached out directly as a resource to those still seeking employment.

"We needed to take a proactive step on our part because we knew that the jobs just weren't going to be there," Rice said. "We would normally not do that because in a good economy, we're at 95% to 100% three months after graduation," Rice said.

What did this outreach look like? It certainly included job leads, continued resume and interview services and coaching, and tips for personal branding on

professional platforms like LinkedIn. But it also included higher-level advice with a much broader view.

"By nature, if not by mission, this office needs to be economists as much as we are career coaches," Rice said. "We need to know where the pockets of jobs and opportunities are and where they aren't. This past year, which was lean for a number of industries, if a student was interested in retail, we advised them to reconsider or really think about taking a retail opportunity in this climate."

"We've long believed that settling for a job is a decision that changes a career trajectory for five years. During tough job markets, if you're able to hold out — and get continued support during that time — you're more likely to make a decision that will result in a positive career trajectory."

## Patient, proactive and persistent

Jason Denrich is proof that unprecedented patience, hard work and willingness not to settle can pay off. After a junior year filled with personal tragedies, family loss and falling grades, Denrich (BSBA '21) recommitted himself to excelling in the classroom and translating that success into a satisfying full-time job.

After an autumn semester in which he estimates he sat for over 50 interviews, he landed a post-graduate job offer with a finance company on Long Island during his winter break. Despite the promise of a full-time job, Denrich attended Fisher's Spring Internship and Job Fair to explore other possibilities and reevaluate his situation.

"This is where OCM really was my best friend," he said. "From Audrey Bledsoe's class, I was able to talk with highly motivated, specialized workers who shared their experiences about standing out and getting hired during the pandemic."

The extra work and patience eventually paid off with a full-time job with Oracle in its Business Development Consultant program in Boston. Denrich started in August.

"Having the OCM as a constant resource, learning to not be afraid to ask questions, even if it was through Zoom, was a huge step for me," he said. "After a solid year and a half of changing my LinkedIn profile, working through Handshake, and making sure mentally I was sound, I was doing everything in my power to be successful."

Denrich's support network also included Josh Bernadel, his roommate at the time and a student who worked with the OCM as a career coach. Bernadel was a constant source of information and strategy, insights gleaned from his own experiences navigating the internship and job application processes, as well as the experiences of those he counseled as a career coach.





Qiyu Hu (MBLE '19)

"I've told every person that I've worked with that career development is not about where you're going, or your GPA," said Bernadel, who graduated in 2021 and turned an internship with Microsoft into a full-time position with the company as an operations business manager. "It's about being coachable, personable and being able to explain yourself."

With the logistics industry booming during the pandemic, Bernadel wasn't too concerned with being able to find a job that fit his experiences and passions.

"But I met with a lot of students that had that desperation," he said. "They wanted any job available,

and it was for any number of reasons: they didn't want to move back home, they had rent to pay or student loans. For others, they didn't want to be embarrassed by not having a job."

Graduate students, meanwhile, weren't immune to the tight job market. Employment offers to Fisher's Full-Time MBA students declined 47% from March to August 2020, compared to the previous year.

Qiyu Hu, a 2019 graduate of the Master in Business Logistics Engineering program, relied on the OCM, especially her career coach Steve Singer, Director of Career Management and Corporate Relations, to

help her navigate a steady stream of unsuccessful interviews amid a stagnant market.

"Encouragement from my family and friends helped me, but more importantly, I kept communicating with professionals, alumni, my peer graduates and the Office of Career Management," she said. "It helped me stay informed with the job market and trends and gave me feedback about my networking and interview experience from different voices."

Hu eventually landed a position as a supply chain solution analyst with Niagara Bottling in May 2021 after having interviewed for and not been chosen for a completely different position at the company.

"I felt like the Office of Career Management, and Steve, were always with me during my search," she said.

## The next normal

Having weathered an 18-month employment drought, Rice and his team are optimistic that a corner has been turned. As of March 2021, 100% of Full-Time MBA graduate students from the Class of 2020 had reported receiving job offers, and 90% of undergraduates reported the same.

The hope among career service professionals is that the positive trend will continue for the recently graduated Class of 2021. If it doesn't, or a new phase of the pandemic creates new challenges, the OCM has a strategy and protocols in place to help a new class of job seekers navigate uncertainty.

"We don't see the steps we've taken to ensure we're staying connected and engaged with our students as one-off measures," Rice said. "They've certainly been necessitated by an extremely disruptive global pandemic, but the lessons we've learned and the new ways we're providing services to our students aren't going away. We're confident that we can scale some of these new approaches to career management for lasting impact in the future, this next normal."



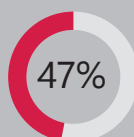
# The Pandemic Impact

The decline in job offers accepted in  
March-August 2020 compared to  
March-August 2019

Undergraduate



MBA



Overall percentage of students  
reporting job acceptances within  
three months of graduation

August 2019

Undergraduate



MBA



August 2020

Undergraduate



MBA



Overall percentage of students  
graduating in May 2020 reporting job  
acceptances by March 2021

Undergraduate



MBA



*\*For employment outcomes data for the 2021 graduating class,  
see pages 20 - 23.*





# Recruiting Outcomes: Undergraduate Students

## Top Five Hiring Companies: *(Includes internship and post-graduation positions)*

JPMORGAN  
CHASE & CO.

**77**  
hires



**42**  
hires



**40**  
hires

**Deloitte.**

**39**  
hires



**29**  
hires

### 16-25 hires

Abercrombie & Fitch  
Amazon  
Cardinal Health  
DHL Supply Chain  
Huntington National Bank  
KeyBank  
KPMG

### 10-15 hires

Cohen & Co.  
Crowe  
Macy's, Inc.  
Nationwide Insurance Co.  
PepsiCo

### 6-9 hires

Accenture Bank of America BDO USA, LLP Cintas Epic Systems Fidelity Investments Goldman Sachs Goodyear Tire and Rubber Grant Thornton J.M. Smucker Company Keybanc Capital Markets Kohl's Corp.	Morgan Stanley Nestle NetJets Northwestern Mutual Oracle Plante Moran Ross Stores Inc. RSM US LLP Schneider Downs Scotts Miracle-Gro The Cincinnati Insurance Companies
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### 3-5 hires

Abbott Labs and Abbott Nutrition ALDI Anheuser-Busch Aon Corp. Avaap Avient Corp. Bath & Body Works Battelle Memorial Institute Branch Insurance	Burlington / Burlington Stores, Inc. Cain Brothers LLC Cargill Cisco Systems Citigroup Cleveland Clinic CVS Health Defense Fin. & Acc. Service / DFAS Duff & Phelps LLC	Everhart Advisors EXPRESS Fifth Third Bank Ford Motor Company GBQ Partners GE General Motors Hexion Inc. Honda of America Mfg. Humana Inc. IBM	Insight2Profit J.B. Hunt Johnson & Johnson L'Oreal Lower.com Maloney & Novotny Marathon Petroleum Corp. Marsh / Marsh & McLennan Companies McDonald's Corp.	McKinsey Medline Industries, Inc. Medpace Mettler Toledo Microsoft Nations Lending NiSource P&G / Procter & Gamble Piper Sandler Companies Quicken Loans Rogue Fitness	Spaulding Ridge The Ohio State University The Vanguard Group The Wendy's Company Tidwell Group Total Quality Logistics TTi / TechTronic Industries Upstart Walmart Inc. Worthington Industries
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# Recruiting Outcomes: Undergraduate Students

## Student Outcomes 2020-2021

Employment By Major	Full-Time		Internship	Full-Time Salary		
	AVERAGE ANNUAL SALARY	% OF STUDENTS	AVERAGE HOURLY SALARY		MEAN	MEDIAN
Accounting	\$57,281	185 (17%)	\$21	<div><div>Class Of 2021 U.S. Citizens/Permanent Residents</div><div><div>Seeking Employment</div><div>87% (1,040)Employed</div><div>13% (150)Still seeking employment</div><div>Other Outcomes</div><div>41% (67)Accepted to Grad School</div><div>33% (53)Applying to Grad School</div><div>10% (17)Military and other Service Work</div><div>16% (27)Not Seeking Employment For Other Reasons</div></div></div> <div><div>Class Of 2021 International/Non U.S.</div><div><div>Seeking Employment</div><div>67% (36)Employed</div><div>33% (18)Still seeking employment</div><div>Other Outcomes</div><div>38% (58)Accepted to Grad School</div><div>58% (87)Applying to Grad School</div><div>4% (6)Not Seeking Employment For Other Reasons</div></div><div><div>This report conforms to The National Undergraduate Business Symposium First Destination Reporting Standards. The career outcomes data presented are</div></div></div>		
Aviation Management	\$43,500	3 (<1%)				
Economics	\$57,794	17 (2%)	\$23			
Finance	\$63,161	413 (38%)	\$21			
Business Mgt - Regional Campus	\$55,046	16 (1%)	\$16			
Human Resources	\$52,404	29 (3%)	\$18			
Information Systems	\$68,445	42 (4%)	\$21			
International Business	\$59,568	11 (1%)	\$16			
Logistics Management	\$56,168	56 (5%)	\$20			
Marketing	\$55,179	232 (22%)	\$17			
Operations Management	\$58,271	63 (6%)	\$18			
Real Estate	\$50,900	8 (1%)				

*This report conforms to The National Undergraduate Business Symposium First Destination Reporting Standards. The career outcomes data presented are based upon a Knowledge Rate of 81% for the Class of 2021, and Response Rate of 72%. The compensation data presented are based upon a Salary Disclosure Rate of 78% for the Class of 2021.*

Geographic Distribution											
REGION	OHIO				MIDWEST	MID-ATLANTIC	SOUTH	SOUTHWEST	WEST	NORTHEAST	OUTSIDE U.S.
	COLUMBUS	CLEVELAND	CINCINNATI	OTHER CITIES							
Full-Time	37%	8%	3%	8%	70%	4%	5%	4%	5%	11%	2%
Intern	34%	6%	3%	13%	66%	7%	5%	3%	4%	9%	6%

IA, IL, IN, KS,  
MI, MN, MO,  
ND, NE, OH,  
SD, WI

DC, DE, MD, PA,  
VA, WV

AL, AR, FL,  
GA, KY  
LA, MS, SC, TN

AZ, CO, NM, OK,  
TX

AK, CA, HI, ID,  
MT, NV, OR, UT,  
WA, WY

CT, MA, ME, NH,  
NJ, NY, RI, VT

# Recruiting Outcomes: MBA Students

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3Bar Biologics  
Abbott Laboratories  
\*Abbott Nutrition  
\*Amazon  
American Electric Power  
Amgen  
Anheuser-Busch InBev  
Apple Inc.

ASR Group  
AstraZeneca  
\*Avient  
Banjo Health  
Bridgewater  
C Space  
Candid Care Co.  
\*Cardinal Health  
Cigna  
\*Commercial Vehicle Group  
Crane Renovation Group  
Crowe  
\*CVS  
Deloitte  
Department of Homeland  
Security  
Discover Financial Services  
\*Domino's Pizza, Inc.  
Eaton Corp.  
Eli Lilly & Company

Equity Methods  
Ethicon Endo-Surgery  
Exl Services Pvt. Ltd.  
Experience Management  
Institute  
FedEx Services  
Fifth Third Bank  
\*Ford Motor Company  
\*General Motors  
\*GEP Worldwide  
Goldman Sachs & Co.  
Goodyear Tire & Rubber  
Google  
Highmark Health  
Honeywell  
Illumina  
Indiana University Health  
Infoverity  
\*Johnson & Johnson  
\*JPMorgan Chase & Co.  
Kalypso  
Landor & Fitch  
Lindt & Sprungli USA  
LogicGate

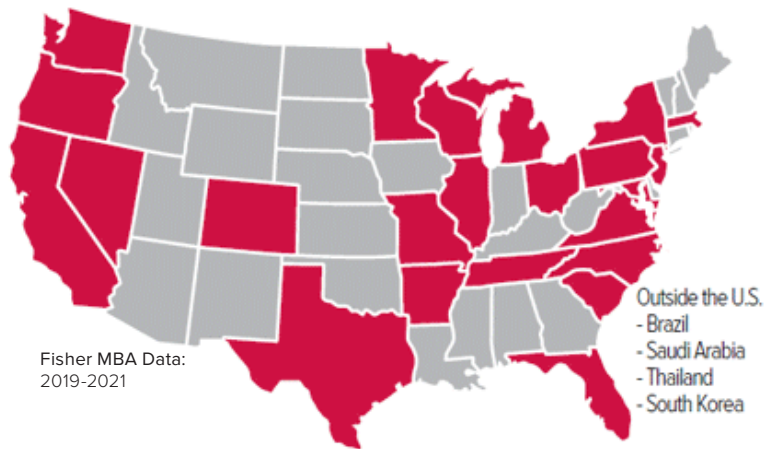
\*Lument  
Mayo Clinic  
\*McKinsey  
\*Microsoft  
\*Nationwide  
\*Nestle  
OSU Wexner Medical Center  
PA Consulting  
\*PepsiCo  
Pitney Bowes  
Power to Hydrogen  
\*Procter & Gamble  
\*Quantum Health  
Republic Services  
Rockbridge Capital  
S.C. Johnson & Son  
Spectrum Reach  
Target Corp.  
The Clorox Company  
The Columbus Foundation  
The Ohio State University  
\*The Wendy's Company  
Transdigm  
TRC Companies, Inc.  
Unilever  
Verizon Wireless  
VinFast LLC  
\*Walmart eCommerce  
\*West Monroe Partners

*\*These companies made multiple offers*

# Recruiting Outcomes: MBA Students

## Student Outcomes 2020-2021

### Where Fisher MBA Graduates Go



### Annual Salary

	AVERAGE	MEDIAN	RANGE
<b>Starting Salary</b>	\$110,615	\$115,000	\$50,000 - \$165,000
<b>Signing Bonus</b>	\$28,910	\$25,000	\$5,000 - \$62,125

### Geographic Distribution

REGION	OHIO				MIDWEST	MID-ATLANTIC	SOUTH	SOUTHWEST	WEST	NORTH-EAST	OUTSIDE U.S.
	COLUMBUS	CLEVELAND	CINCINNATI	OTHER CITIES							
<b>Full-Time</b>	33%	5%	4%	2%	58%	4%	4%	6%	15%	9%	4%
<b>Intern</b>	57%	5%	0%	5%	75%	5%	0%	0%	11%	9%	0%

IA, IL, IN, KS,  
MI, MN, MO, ND,  
NE, OH, SD, WI

DC, DE, MD, PA,  
VA, WV

AL, AR, FL, GA, KY  
LA, MS, SC, TN

AZ, CO, NM, OK, TX

AK, CA, HI, ID, MT, NV, OR, UT, WA, WY

CT, MA, ME, NH, NJ, NY, RI, VT

MBA Employment By Industry	Full-Time	
	AVERAGE ANNUAL SALARY	% OF STUDENTS
<b>Consulting Services</b>	\$121,000	6.8%
<b>Consumer Products</b>	\$100,917	10.2%
<b>Energy</b>	\$94,000	1.7%
<b>Financial Services</b>	\$118,000	16.9%
<b>Government</b>	\$50,000	1.7%
<b>Healthcare</b>	\$106,167	18.6%
<b>Hospitality</b>	\$107,500	1.7%
<b>Manufacturing</b>	\$107,333	5.1%
<b>Real Estate</b>	\$65,000	1.7%
<b>Retail</b>	\$103,828	6.8%
<b>Technology</b>	\$122,050	25.4%
<b>Transportation</b>	\$80,496	1.7%
<b>Other</b>	\$115,000	1.7%

MBA Employment By Job Function	Full-Time	
	AVERAGE ANNUAL SALARY	% OF STUDENTS
<b>Consulting</b>	\$125,000	7%
<b>Finance/Accounting</b>	\$109,889	15%
<b>General Management</b>	\$121,227	19%
<b>Human Resources</b>	\$110,000	2%
<b>Marketing/Sales</b>	\$107,286	25%
<b>Operations / Logistics</b>	\$107,446	24%
<b>Other</b>	\$91,578	8%

### Percentage With Offers By Three Months Post-Graduation

	U.S Citizens/ Permanent Residents	International Students	Combined
<b>MBA</b>	86%	92%	87%

### Internship Salary

	MONTHLY AVERAGE
<b>MBA</b>	\$6,769

Employment Data on our Working Professional MBA Program will be available in October, in accordance with the reporting provisions of the MBA CSEA Standards for Reporting Employment Data.

Employment Data on our Specialty Masters Programs will be available in December, in accordance with the reporting provisions of the MBA CSEA Standards for Reporting Employment Data.



# The Office of Career Management Team

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*The Office of Career Management will provide highly personalized services to develop the best-prepared job seekers and be every employer's favorite place to recruit.*

**Jeffrey Rice**  
Executive Director

**Donna Staten**  
Career Management Assistant

## *Graduate Team*

**Jamie Mathews-Mead**  
Senior Director, Graduate Career Management

**Nancy Gilbertsen**  
Director, Career Management and Corporate Relations

**Allison Jones**  
Director, Career Management and Corporate Relations

**Steve Singer**  
Director, Career Management and Corporate Relations

**Alex Toomey**  
Director, Career Management and Corporate Relations

**Jill Westerfeld**  
Assistant Director, Career Management and Corporate Relations

**Mandy Williams**  
Director, Career Management and Corporate Relations

## *Recruiting Operations Team*

**Mark Wilson**  
Director, Recruiter Relations and Technology

**Francie Buschur**  
Graphic Designer

**Darese Douglas**  
Database Coordinator

**Susan Geier**  
Recruiting Coordinator

## *Undergraduate Team*

**Margie Bogenschutz**  
Senior Director, Undergraduate Career Management and Recruitment

**Audrey Bledsoe**  
Assistant Director, Undergraduate Career Services and Education

**Lauren Kume**  
Career Advisor

**Katie Passen**  
Assistant Director, Undergraduate Career Development

**Sarah Steenrod**  
Director, Undergraduate Career Consultation and Programs

## *Undergraduate Team Graduate Administrative Associates*

### **Undergraduate Team**

Adina Allen  
Katherine Morales  
Mary Shen  
Zachary Smith

### **Recruiting Operations**

Elli Billisits

## *Graduate Team Graduate Administrative Associates*

Alexandra (Lexie) Smith  
Monica Jujjavarapu

## *Undergraduate Student Staff Members*

**Career Events and Social Media Intern**  
Sami Smith

### **Fisher Futures Investment Banking Program Co-Coordination**

Bill McCabe  
Anthony Pignataro

### **Investment Banking Program Coordinator**

Michael Bauer

### **Career Coaches**

Josh Bernadal  
Emma Butler  
Caroline Cruz  
Jacquelyn Newberry  
Holly Piper



# The Office of Career Management Team Describing 2020-2021 in One Word

• Different • Enlightening • Hope • Trying

Instrumental • Growth • Intropective • Change



Discovery • Shifting • Lean-In • Virtual

• Teamwork • Readjust • Inspiring • Reflect •

Celebrating Margie Bogenschutz and her Buckeye career!



Margie Bogenschutz, senior director of Undergraduate Career Management and Recruitment, retired at the end of December 2020. Margie devoted her career to helping undergraduate business students at Ohio State for more than 30 years. She was instrumental in developing many of the nationally recognized services offered by the Office of Career Management, including founding the Fisher Futures and the QUIC programs. She was a dedicated advisor to the Undergraduate Business Women's Association (UBWA) for many years and helped countless Fisher students achieve their career goals. Margie's team described her as an innovator, an advocate and a constant source of support, both personally and professionally.

Margie is missed around Fisher, but we know her legacy lives on through Fisher students.

THANK YOU for your service, Margie!

## The Office of Career Management Team

# What made the OCM so impactful in the lives of Fisher students this year?

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### Alex

Helping students get better acclimated to the growing virtual world of interviewing and networking

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### Allison

Our unwavering commitment to providing high-quality service to students and employers

---

### Audrey

Our office has been flexible for students and meeting their needs in a variety of ways — whether it was phone appointments, Zoom meetings with audio only, or Zoom drop-ins, we have provided our same level of personalized service through a variety of virtual methods to meet students' needs. We have also been able to offer classes, such as the Job Search Preparation Course (BA 2601) virtually while maintaining the variety of guest speakers and networking opportunities that the classes offer.

---

### Darese

Virtual recruiting

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### Donna

Our team expertly found ways to “stay connected” with students, employers and alumni and to listen to their feedback and adapt our offerings accordingly.

---

### Francie

Shifting the ways in which we reach our students to make sure that they are still receiving the information that they need.

---

### Jamie

Alumni — leveraging the power of our graduate student alumni through virtual events, networking and relationship building. Our alumni made such a significant impact this year through the pandemic!

---

### Jeff

Always making ourselves available on their terms

---

### Jill

OCM was impactful this past year through the variety of programming and ability to pivot to new platforms of virtual communication. We additionally were able to leverage our amazing alumni located all over the world for our virtual programming, giving our students even more resources, connections and insights!

---

### Katie

Our team's ability to adapt and improve our services through a virtual setting showed unwavering support for our students throughout a tumultuous year.

---

### Lauren

The OCM has continued to evolve to our students' needs as we navigated this year of virtual work. I feel like being authentic with my students about the constant adaptations to hybrid/remote life has made my connections with students stronger. The on-demand resources we have developed have been helpful in preparing students for virtual recruiting. Ultimately, because we have been caring career professionals, I feel like the students I have met with or had in my class feel they have an advocate for their career journey.

---

### Mandy

Flexibility, adaptability and creativity to meet their needs while keeping everyone safe

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### Mark

Our ability to adapt and implement changes to help students and employers connect virtually.

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### Nancy

In our individual advising, group coaching and workshops we tried to be as encouraging as possible. I believe our collective resilience as advisors and coaches helped to keep students focused on what they could do and not consumed by what was out of their control.

---

### Sarah

We were able to show up for students consistently, despite all of the challenges and changes going on around them. We were able to ensure that they had access to all services in a virtual environment, ranging from career consultation, to mock interviews, to career fairs, to career prep courses, to networking events and special programs like Fisher Emerging Consultants and Fisher Futures. We were able to adapt and innovate in a manner that prevented us from having to take anything away from our students during a year where they lost a lot.

---

### Steve

Our continued commitment to developing the best-prepared job seekers while pivoting and adapting to a virtual environment. Increased accessibility through a variety of technology platforms including MS Teams, Zoom, WeChat, email and phone, which have created even more opportunities for student engagement.

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### Susan

Because so much of what we do changed this past year we were able to create new ways for employers and students to connect.

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# The Office of Career Management Team

## Memorable Student Moments

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### Alex

One student and I spent nearly 20 hours doing case interview prep before she secured an internship with a top-tier consulting firm.

### Allison

I did multiple virtual mock interviews and appointments with a WP MBA student who needed flexibility because she had a very busy schedule and was managing Zoom school for her kids. It was meaningful because CarmenZoom appointments helped me better prepare her for virtual interviews than meeting in-person. It was also meaningful because we could touch base on CarmenZoom for quick questions that fit her schedule.

### Audrey

Through my BA 2601 class this past year, I was able to connect twice a week virtually via Zoom with my students. One student in particular emailed me feedback about a class lecture on interviewing skills that she found exceptionally beneficial: "Today's lecture was extremely useful and more in-depth than any presentation I have seen regarding the interviewing process. Thank you for your time and for making this class so useful!"

### Donna

I worked with a student who had not really plugged into our services before and along with another staff member, connected and made sure she knew what programs and coaching were available to her.

### Jamie

Meeting several times with an incoming full-time MBA international student who had to defer her admission to the FT MBA program last year due to the pandemic. She is planning to come to Fisher this fall and was eager to practice and refine her introductory pitch to be even more prepared for the Forte Women's Leadership Conference, fall recruiting and networking. Her attitude is positive, her work ethic is strong, and she is eager to begin the MBA program despite all of the challenges, barriers and obstacles in her way. It was awesome to see her progress and it was even more impressive to experience her optimism and bright outlook on the future given the unrest in her country, the pandemic and barriers to traveling to the U.S. Excited to see her on campus in this fall!!

### Jeff

It was encouraging that multiple students reached out for additional assistance with case interviewing practice. One that stands out is an MBA student who was preparing for case interviews with two financial services firms. She requested multiple practice sessions which led to a job offer and acceptance within a highly selective investment bank in Chicago.

### Jill

I worked with a student for many months post-graduation as she struggled to find a full-time position, due to the global pandemic and challenging job market. After many months of coaching, mock interviews and time spent together (virtually), she secured a great job! Our time together felt very meaningful. Even though her job search extended long after graduation, it was the perfect position for her and her patience paid off!

### Katie

Throughout the summer and fall of 2020, I worked with a senior accounting student one-on-one to refine her resume and interviewing skills, focusing on virtual platforms, as well as helping her identify opportunities for experiential learning. This student landed a part-time virtual internship throughout the 2020-2021 academic year and, after receiving several offers, a full-time position at a competitive public accounting firm. It was exciting to support her throughout this entire process and know that she was successful in her mission.

### Lauren

As part of the undergraduate team, we do presentations each semester to the more than 1,200 students enrolled in BUSMHR 2292. Through a presentation, I was able to connect with a student who was going through some tough experiences as a newer student to Fisher. She decided to meet with me about her internship search and ultimately joined UBWA. Her confidence and growth has been exponential and she was able to secure an internship in summer 2021. I couldn't be more proud of the work she has done, and I am grateful to have been part of her journey.

### Mandy

I began working with a student in early 2020 on their job search. The pandemic threw a wrench in their plans, but the virtual environment actually provided them the opportunity to meet more frequently and ultimately successfully change their career and land a wonderful opportunity that they are so happy in.

### Mark

Met a student who needed to explore how to receive academic credit for an internship in New York City this fall. She happened to stop by the office when I was in and she was relieved to find someone in the office and available to give her advice.

### Nancy

My mother always said "Good things come to those who wait." I saw this play out firsthand while coaching a student who knew what she wanted for her full-time post-MBA career. She had several opportunities that fulfilled only some of her criteria. Focusing on her goals and continuing to believe in the value she could bring allowed her to hold out for a position that met most of her criteria. She left the program very happy with her decision.

### Sarah

I had the opportunity to work with a student with an invisible disability, which he disclosed to me, and also let me know that he would like to share more about his experience with other students





Thank you to our corporate sponsors

#### Office Of Career Management

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[fisher.osu.edu/careers](http://fisher.osu.edu/careers)

