

# 2021-22

Office of Career Management

# ANNUAL REPORT



THE OHIO STATE UNIVERSITY  
FISHER COLLEGE OF BUSINESS



## An evolution of excellence in Career Management at Fisher

After leading and elevating the Office of Career Management (OCM) at the Max M. Fisher College of Business to national prominence for the past 30 years, Jeff Rice has announced his retirement from The Ohio State University. We sat down with Jeff, who served as executive director of Fisher's OCM, to reflect on the past, present and future of career management within higher education.

### What have been some highlights, or turning points, in navigating the evolution of career management within higher education?

I've seen three primary turning points over the years. I entered my profession when the work of a university career office was primarily defined as "placement." In other words, the work and accountability were almost myopically defined as "placing students in jobs upon graduation." While a noble purpose, it did not fully recognize the accountability of the student for their successes.

The student service component emerged more clearly in the latter part of the 1990s, as did the naming of career offices from career placement to career services. This more fully recognized the need to provide career exploration and job search skill development as "service to students," which involved their direct engagement. It was not until the early 2000s that our profession began to truly recognize the differences between the various stakeholder groups and their identities. For our team, we spent time defining the true "customer" in our work as being the companies recruiting and hiring our students. We also realized the "product" we were selling was not individual students, but the collection of those Fisher students.

This changed how we defined students. They became "investors," and our role was to help them manage their investment and earn a return through transformational career guidance, coaching on how to be effective job seekers, and giving them opportunities to engage with a diverse and robust set of companies. We were one of the first career services offices in the nation to change our name and approach to career "management." It resonated for both students and recruiters; more than 95% of Fisher students invest in the programs and services we offer them, and we have grown our recruiting portfolio to more than 600 companies.

## Clearly there have been trends that have shaped the “what” and “how” of delivering career programs and services to multiple stakeholders. Beyond generational and economic trends, what sticks out as “game-changers”?

Like any good business or corporation, it was important to recognize both the human capital and operational resources that would be needed to succeed. We recognized that the framework of profit (P) equals revenues (R) minus costs (C) needed annual evaluation in order to produce the student outcomes we expected. In other words, our economic engine was not based on monetary profitability, rather it was based on how many students gained successful post-graduate career opportunities (a discovery we recognized in 2005 through collectively reading and exploring the tenets in the book *Good to Great*, authored by Jim Collins).

To achieve this we needed to consistently identify ways to personalize our programs, services and environment for students and companies on an individual basis —and the costs associated with doing so. We built independent revenue streams through corporate sponsorships as well as cost-based recruiting events and found more efficient ways (primarily through human capital and technology investments) to help achieve the ultimate profitability of a large percentage of Fisher students achieving post-graduate employment success. More importantly, we settled into how we would define each of the stakeholders in our P=R-C model. These decisions and choices led to a new mission statement, crafted in 2007, that became our north star in consistently achieving an average outcome of 95% of Fisher graduates securing great career opportunities year after year.



## What were some of the more challenging moments over the past 30 years?

Certainly the economic conditions related to the nationwide housing crisis in 2008 and the fallout from the recent pandemic in early 2020 required us to adapt to dramatic shifts in the labor markets. In the spirit of challenges becoming opportunities, we took a longer view to plan for new approaches that would not only weather the current situation, but could also become sustainable models.

In 2008-2009 we proactively reached out to our most consistent recruiters and companies to encourage their presence on Fisher's campus — even if they could only promise a reduced number of hiring opportunities. The value proposition we offered was one of sustaining their brand presence. I

am proud to say the on-campus recruiting presence at Fisher from companies during that year declined by just 5% against a national average of 25%, as calculated by the National Association of Colleges and Employers.

In response to the pandemic, we leveraged the capabilities of our recruiting technology platform and our highly adaptable staff to quickly turn recruiting and student job search coaching to virtual formats. Our investment in such technology occurred several years prior to the unanticipated global health crisis, and it proved to be fortuitous and our biggest asset to keep our students and recruiters engaged in real-time.

## What accomplishments have you been most proud of?

Well, 30 years of working for one of the most successful growth stories among any business school in the nation could fill this entire report with accomplishments. Perhaps the best way to summarize the timeframe would be to reference the three college deans I have had the privilege of reporting to.

Joe Alutto took a chance on a young, aspiring professional seeking to make his mark when he hired me out of Notre Dame in 1992. Joe may recall that I did not say “yes” to his offer until he agreed to a direct reporting line to him. I recognized from the very beginning that the aforementioned growth story would begin with him, and for the next 16 years his leadership influenced and supported the P=R-C model for the Office of Career Management through the right investment as well as the right advice and guidance.

In 2005, the board of directors of the MBA Career Services Council (a prominent and global professional association of over 1,000 business school career leaders and recruiters) asked me if I



would run for president of their association. I called Joe and asked what he thought. His reply: “Of course, why wouldn’t you do that?” He knew that any and every opportunity to lead on a national level would not only enhance the Fisher brand, but the capabilities of his own leaders as well. The result? I served not just one, but two terms during a tenure that saw Fisher elevate to a top spot in The Wall Street Journal’s ranking of business schools. Joe was the mentor and advisor who cemented what would become a 30-year career in which I was highly motivated to go to work each day.

I then had the opportunity to work directly with Christine Poon, whose first question to me upon her start was, “Jeff, in your view what does Fisher need to do to climb the next rungs on the ladder of national prominence?” The question alone told me she was committed to excellence. We worked together to create the Industry Clusters program (now known as Industry Immersions), create and implement the Deloitte Career Launch program focused on enhancing the leadership skills and knowledge of underrepresented and first-generation

college students, and forge the partnership with GE Capital to establish the nation’s only National Center for the Middle Markets. Those efforts helped Fisher climb several more rungs on the prominence ladder.

Over the past eight years reporting directly to Anil Makhija, our current dean, OCM’s portfolio of recruiting companies has increased by 30% to include more than 600. Anil’s acumen in generating financial resources through astute corporate and individual outreach has been prolific. In turn, he responded to the resource needs for the Office of Career Management at every turn and invested significantly in our successes. His strategic plans have been lofty, but achievable. More importantly, he has been inclusive, transparent and consistent in his engagement efforts with all staff and faculty, and he has always recognized the college’s achievements as a collective effort. Humbleness, gratitude and high expectations define his leadership.

Anyone would be hard-pressed to find another career management office leader at any business school who has had three better and inspiring leaders over a 30-year period!



## Finally, what advice and future trends will you highlight to your successor?

Just the following priorities:

- 1) Always focus on students. They are the purpose of your role and leadership of a team. I made it a practice to meet with students on a daily basis — if not formally in a meeting or appointment, then informally on the way in or way out of the office. It was a daily reminder and reinforcement of the impact you can have on the investment they and their families have made.
- 2) Hire and retain team members who align and commit themselves to our 25-word mission statement. I have had the great fortune of working with over 100 highly talented and committed professionals as part of the OCM team over the past 30 years. Be clear in your expectations, and they will exceed them.
- 3) In the words of Lin-Manuel Miranda, “be in the room where it happens,” and where the conversations about the present and future strategies of the college are taking place. There is no more important role than advocating for the post-graduate employment success of students.
- 4) Read this annual report on day one. It represents the future of your work!

## 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.

### Responding to a just-in-time job market

|                                       |    |
|---------------------------------------|----|
| Just-in-time job fair.....            | 6  |
| Fisher Career Fairs.....              | 7  |
| Employer of the Day .....             | 8  |
| Not Another Career Fair.....          | 9  |
| Get an Edge on Recruiting Event ..... | 10 |

### Expanding access to our programs and personalized coaching

|   |    |
|---|----|
| Career Core Curriculum for Graduate Programs..... | 11 |
| Peer Career Coaches .....                         | 12 |
| BA2601: Job Search Strategies Course .....        | 13 |

### Growing internships

|                                  |    |
|----------------------------------|----|
| Internship Success Stories ..... | 14 |
| Fisher Futures .....             | 15 |
| Fisher Emerging Consultants..... | 16 |

### Expanding our reach to alumni

|   |    |
|---|----|
| The Fisher MBA Return on Investment .....                 | 17 |
| Secrets to Success: Leadership Development Programs ..... | 18 |
| The Practice with a Professional Program.....             | 19 |

### Inclusivity in our program and service deliveries

|                                   |    |
|-----------------------------------|----|
| A Commitment to All Students..... | 20 |
|-----------------------------------|----|

### Incorporate innovative technologies

|   |    |
|---|----|
| OCM technology platforms and what they offer to students and employers..... | 21 |
|---|----|

### Diverse set of industries and companies

|   |    |
|---|----|
| industries that recruit our students..... | 22 |
|---|----|

### Students achieve impressive employment outcomes

|                            |    |
|----------------------------|----|
| Annual Outcomes Data ..... | 23 |
| Staff Directory.....       | 28 |
| Corporate Sponsors.....    | 30 |

## Just-in-Time Job Fair



### Opportunity:

Employers were struggling to find talent during a period of the recruiting cycle when they were traditionally winding down. At the same time, many students were in the midst of ramping up their searches for internships and full-time career positions.

### Solution:

Quickly organize a small and informal job fair at the time of year when we do not host career fairs. Thus, we launched the Just-In-Time Job Fair as it was just-in-time to help both employers and students find each other before the end of Spring Semester.

**267** Students

**13** Employers



# Fisher Career Fairs

Do students prefer In-Person or Virtual Career Fairs?

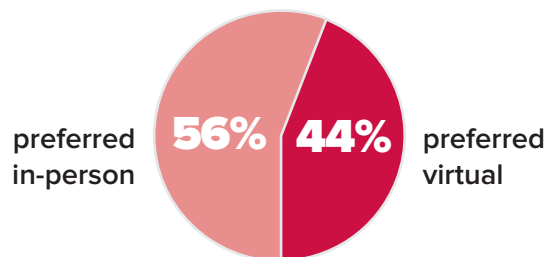
Why students preferred participating in In-Person Career Fairs:



Easier to connect in-person with employers



Better impression by meeting in-person



Why students preferred participating in Virtual Career Fairs:



More efficient to schedule meetings with employers

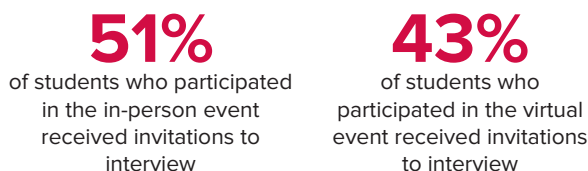


Avoid exposure to COVID



Specific employers only available at the virtual event

Who received an invitation to interview?



## Fisher Spring Career Fair 2022

### In-Person Event

119

Employers Participated.

50

Different Academic Majors participated, including:

Accounting, Finance, Data Analytics, Agribusiness, Economics, Aviation, Electrical Engineering, Computer Science, Operations, Management, Zoology

### Virtual Event

86

Employers Participated

600

OSU students registered. Participating students completed

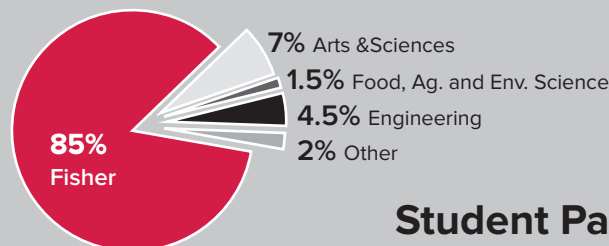
685

1 to 1 meetings with recruiters and attended

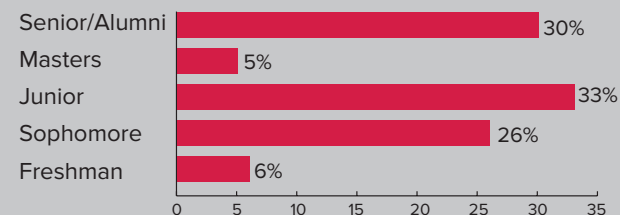
73

group information sessions hosted by employers

### Student Participation By College:



### Student Participation By Class:



# Employer of the Day Table Events



## Opportunity:

The goal of this recruiting program is to connect Fisher students and recruiters from top companies for a casual networking opportunity. Students can introduce themselves to recruiters and learn about available opportunities in a casual setting.

Allow employers to personally connect with Fisher students between classes to talk about available internships and job opportunities.

## Solution:

How does it work? The Office of Career Management sets up a table for employers in the lobby of Mason Hall, a busy classroom building on Fisher campus.

The weekly events are advertised to students on monitors in Fisher buildings and the Fisher Connect Weekly Newsletter.

Some employers provide free beverage vouchers for the popular Rohr Café to reward students for stopping by!

Students can stop by the table before or after class, casually dressed and with no resume required. These informal conversations can potentially lead to a formal interview and eventually a job offer.

## The Table Event has been a success for both students and employers.

Students can learn about companies and network with recruiters in an informal and relaxed atmosphere.

Employers have been able to connect with Fisher students in a meaningful way, providing firsthand knowledge about their company and available opportunities in a casual setting.



# Not Another Career Fair

## Opportunity:

The Office of Career Management recognized frustration among employers experiencing low turnout among students at virtual info sessions.

## Solution:

The Not Another Career Fair (NACF) was created to provide an informal and relaxed in-person atmosphere where students are comfortable asking questions and learning about employers and potential opportunities.

*How different was it? It featured a limited number of employers, no registration fees, casual dress, boxed meals for all and a DJ. Yes, a DJ helped keep that atmosphere light and casual.*

## Attending Employers:



**BANK OF AMERICA**

**BMW GROUP**  
Financial Services



**KROLL**



**203**  
Students

**11**  
Employers

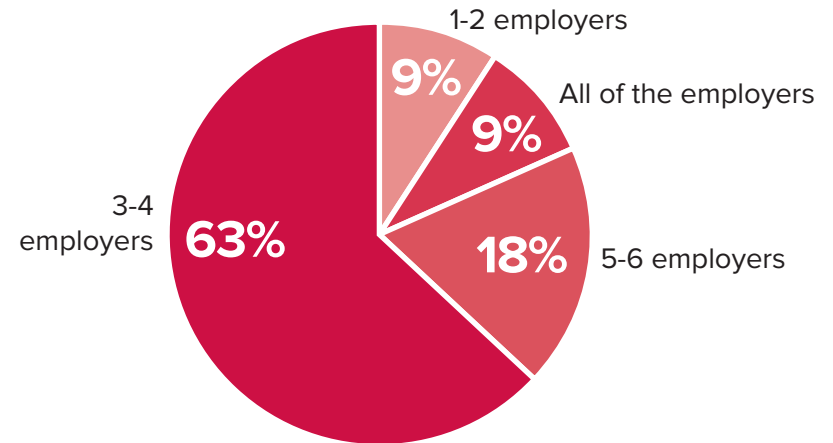
**91%**  
students who said they would recommend the NACF to their friends

**91%**  
students who said the informality of the event helped them feel more confident about connecting with employers

**90%**  
students said their interaction with employers led to further communication about internships or jobs

**64%**  
students said the NACF was better than a typical career fair

## Students Connecting With Employers



## What did students say about Not Another Career Fair:

*“It was much less stressful, and the size made it much easier to approach employers while not having to worry about taking too much time or not being prepared enough.”*

*“It was more easy-going and simple to navigate.”*

*“I really enjoyed the stress-free environment of a casual career fair. It was my first in-person career fair and I was much less nervous than I would have been at a regular fair.”*

*“I’d utilize more of these events in the future.”*

*“Employers had more internship opportunities at the Not Another Career Fair.”*

# Get an Edge on Recruiting Event



## Opportunity:

The motivation behind organizing the Get an Edge on Recruiting at Fisher event came during the pandemic when many of the large employers with years of college recruiting experience switched their recruiting efforts to virtual. As a result, this created capacity within our systems and events for smaller to medium-sized employers to get started with college-level recruiting. However, this was unfamiliar territory for these companies. This translated into many meetings and questions that were similar across the board. Rather than continuing to manage this college recruiting training in a piecemeal fashion, we chose to host these new employers for a day of advice to help them get an edge on recruiting with our office and Ohio State.

## Solution:

Many of the employers were uncertain about how to build recruiting relationships with faculty and how to approach student organizations at Fisher. We also wanted to provide information not only on the services offered by the Office of Career Management, but also to make employers aware of the recruiting events we host each year.

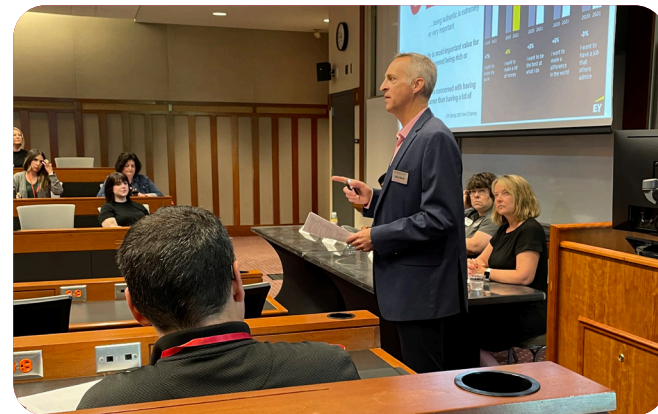
Get an Edge on Recruiting at Fisher was a one-day event held on June 8, 2022. Our goal was to have the recruiters hear from the experts. Our approach to putting the experts in front of the employers was to organize a set of panels to share advice and answer questions. Employers heard from panels on Fisher academic programs, building relationships with faculty, working with student organizations, and from Office of Career Management staff.

## Results:

Our first Get an Edge on Recruiting at Fisher was successful. Over 40 recruiters from 37 employers participated in the daylong event. Feedback from the recruiters was positive, with many expressing their increased confidence about recruiting at Fisher and their awareness of the options available for enhancing their recruiting presence on campus. Evidence of this increased awareness in services is how 13 of the 39 companies participating in the event registered to be on-campus through our Employer of the Day program during Fall 2022.

# 100%

of the participating recruiters agreed their interest in recruiting at Fisher increased as a result of joining us for Get an Edge on Recruiting at Fisher



## Most valuable Recruiter take-away from attending Get an Edge on Recruiting at Fisher:

*"I learned the faculty is interested and willing to build relationships with employers, and what the best practices are for building those relationships."*

*"Students don't want to be recruited. They want authenticity. Real world applications to possible job opportunities."*

*"The career staff are very invested and focused on the right elements."*

*"Getting to hear how the students want to be recruited, and what's important to them in today's career climate."*

# Career Core Modules for Graduate Students

## Opportunity:

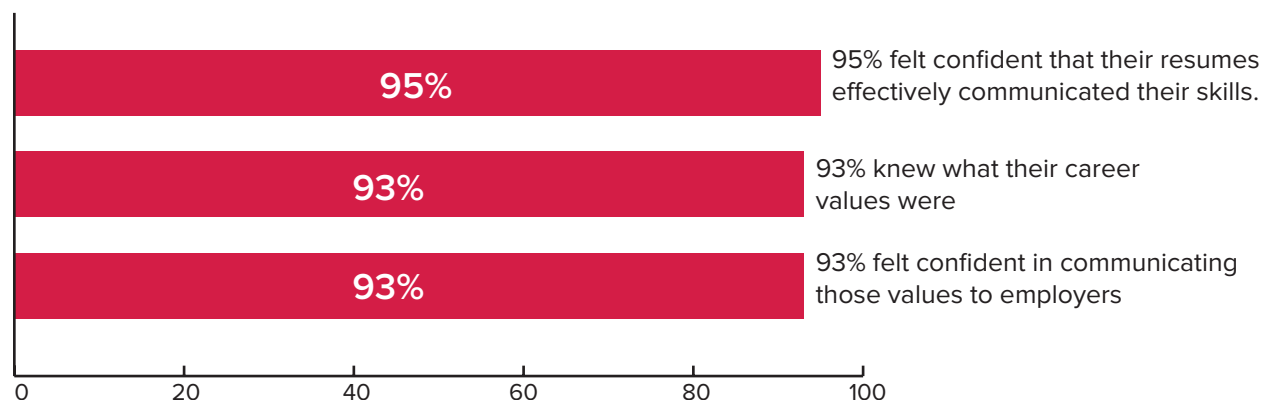
Why were the modules needed? When Fisher graduate students arrive in August, they are faced with a big adjustment in starting their programs at a new school, in a new state, sometimes in a new country. On top of this huge transition to graduate student life, recruiting begins right away in the second week of classes, and the students need to be ready to talk with alumni and recruiters from various companies about internship and full-time job possibilities.

## Solution:

What do the modules entail? Starting in the summer before their programs start, Fisher graduate students gain access to the Career Core Modules. Students work through the self-reflection exercises and assignments to develop a better understanding of personal branding, professional communication, and interviewing. Students are also introduced to Office of Career Management resources in order to write an effective resume, develop a value proposition, create a job search action plan, and more. The modules are personalized for students at various stages of career development – from those who are just beginning to explore career options to those who have already explored and have a plan for moving forward. International students also have access to resources and advice from alumni that specifically pertains to the unique challenges these students face with the job and internship search.

## Results:

Getting an early start to career development has made a big difference in helping students feel like best-prepared job seekers, so when they arrive on campus, they're ready to hit the ground running with recruiting.



## Testimonials

*“Before the Career Core Modules, I had no idea of any specific industry I would like to go into and now I have a solid idea of where I would like to be after graduation”.*

MHRM student, Class of 2022

*“Developing STAR stories, and the various assignments helped me think more about what I need to practice which is beneficial to get a running start next month”.*

MBA student, Class of 2023

## Peer Career Coaches



*Annika Richards, Audrey Neyer, Emma Butler, Kate Denison, McKenzie Snyder and Jacquie Newberry*

**Peer Career Coaches are undergraduate business students who have formal training in assisting other students with:**

- Developing resumes and cover letters
- Identifying useful career resources around campus
- Utilizing Handshake to search for jobs and internships and schedule interviews
- Developing a LinkedIn profile

## Career Coach Student Appointments

### Autumn 2021

**290**

drop-in sessions that helped with resumes, cover letters and LinkedIn profiles

**204**

virtual drop-in sessions

**42%**

increase from Autumn 2020

**86**

in-person drop-in sessions

### Spring 2022

**85**

drop-in sessions that helped with resumes, cover letters and LinkedIn profiles

**73**

virtual drop-in sessions

**16%**

increase from Spring 2021

**12**

in-person drop-in sessions

## BA 2601: Job Search Strategies Course

### Learning outcomes for the BA 2601 course:

- Learn all about the internship/job search process and recruitment cycle at Fisher
- Recognize and articulate your skills and qualifications that employers are seeking in job candidates
- Create a professional resume, cover letter, Handshake profile, and LinkedIn profile
- Learn how to communicate your strengths and fit with a company at a career fair, interview, or networking event (including virtual events!)
- Discover the multitude of resources that the Office of Career Management provides
- Network and interact with more than 25 recruiters and alumni from a wide variety of companies

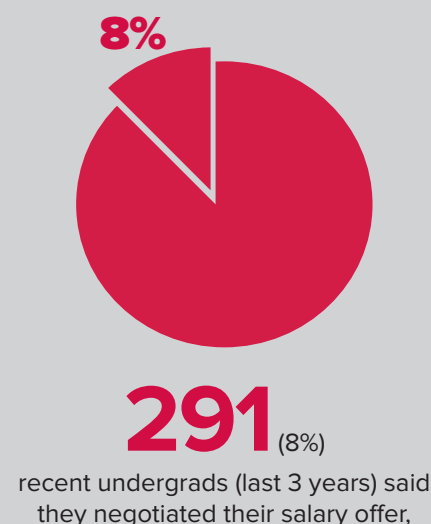
### One class session is dedicated to evaluating and negotiating job offers, which helps students:

- Learn strategies for having a successful salary negotiation conversation with an employer
- Understand how to negotiate salary using data points to back up your request
- Utilize the job evaluation matrix to make a job offer decision

*“I can't thank you enough for this course. I went from being a senior filled with worry and doubt to landing a great job that I'm excited about and I really believe this course was maybe THE reason. I wish I would've taken it earlier in my college career.”*

–BA 2601 student

### Why negotiating for higher salary offers matters.



**49%**  
achieved higher salaries.  
Those who negotiated received an offer that was, on average,

**\$5,000**  
more than those who did not negotiate.  
(Range was \$500 - \$20,000)

# Internship Success Stories

## Why did we create our Internship Success Story Program?

Students with Internship experience average post-graduation salaries of over

# \$5,000

more than students who don't have Internship experience.

## What do we do?

Our Internship Success Story program has been an ongoing part of The Office of Career Management for over 20 years, with an average of at least 5 students featured every school year. We highlight these students to both inspire students to believe in themselves and reach for their own internship success, and to help employers to highlight their internship programs.

These students are just a small sample of the many successful Fisher College of Business Undergraduate Interns!



**Alana Kim**  
Rea &  
Associates CPA

*"The skills necessary to succeed were an eagerness to learn, patience, and critical thinking. Most of my work required me to adapt to new scenarios, and as a result the ability to rationally think through new problems while being willing to learn from one's mistakes became a necessity."*



**Nicole Espinoza**  
De Montreuil  
Atrium Hospitality

*"I learned that a lot of things can be accomplished by having the right team. I was impressed by the quality of the work they presented to their bosses, and how fast they worked to get things done. It was an honor to help them and learn from different employees at atrium."*



**Matthew Malaska**  
Techtronic Industries  
(TTI)

*"Throughout my internship I gained incredible experience and learned many new things within the sales and marketing world. The most important thing I learned was to be a good listener. Not only to your mentors, but also the customer. Many of the customers in this field were very knowledgeable and gave me great insight on products and the industry as a whole."*



**Kat Gaiser**  
The J.M.  
Smucker Company

*"Always ask questions - the only way you will fully understand or learn something is if you ask questions along the way."*

# Fisher Futures

## Opportunity:

The Fisher Futures program started in 2005 as an initiative within the Office of Career Management to “break into” the highly competitive investment banking industry often dominated by east coast schools.

## Solution:

Fisher undergraduate students who aspire to enter the industry and who have a strong academic performance in finance can apply to be considered for the program during the Spring semester of their sophomore year. If accepted, they participate in a year-long preparation course during their junior year with the goal of achieving summer internships in the industry leading to full-time post graduate job offers. The Fisher Futures program consists of:

- Free access to Wall Street Prep for financial modeling certification
- Soft skill development and a specific focus on developing technical skills for success in interviewing and in the work of an investment banking analyst
- Mentoring from undergraduate seniors in the program
- Speakers brought into the course who have IB experience to present on a variety of topics
- Participation in a judged case competition
- Two networking trips to Chicago and New York where students visit 12 different firms and have the opportunity to network with alumni
- Access to a LinkedIn group of Fisher Futures alumni

# 232

Fisher Futures Graduates Since Inception

# 100%

Post Graduate Employment Success

# \$105,000

Median Salary Reported By 2022 Graduates



Jefferies

Ducera



## Raghav Agrawal:

*“Fisher Futures gave me the tools and resources to navigate the internship search process successfully. It was highly motivating to be surrounded by knowledgeable mentors and determined peers.”*

## Student Testimonials from 2022 Graduates



## Joey Kramer:

*“Fisher Futures was instrumental to my success in securing a role in the investment banking industry. I truly felt like the peer mentorship, alumni network, and technical preparation gave me a significant advantage over students coming from other schools. Fisher Futures gives Ohio State students the resources to compete with more traditional target schools, and I cannot wait to see how this continues to develop in the future.”*



## Kerrigan Hutchison:

*“While Fisher Futures is a great opportunity to improve upon financial modeling and technical skills, the real draw of the program is the community. I’ve gained access to mentors who have a deep understanding of how to help me reach that next level of success. Alumni and other students have created a supportive and inclusive environment that has helped me achieve my goals.”*

# Fisher Emerging Consultants

## Preparing Undergraduate Business Students for the Consulting Job Search

Fisher Emerging Consultants (FEC) is a selective program/class for sophomores and juniors interested in working in the field of consulting. Students selected for FEC work with OCM staff to solidify job search materials, practice case interviewing, develop a consulting focused job search strategy plan, and receive personalized coaching. FEC thrives off the alumni and employer partner interaction woven into the course.

 accenture

 BAIN  
& COMPANY

 BCG

 Crowe

 Deloitte.

 EY

 KALYPSO  
A ROCKWELL AUTOMATION COMPANY

 KPMG

 McKinsey  
& Company

 Microsoft

### Spring 2022 Learning Outcomes:

**100%**

of FEC students agreed or strongly agreed that, as a result of FEC, they can identify steps to take in a consulting internship or job search.

**100%**

of FEC students agreed or strongly agreed that, as a result of FEC, they can apply consulting interview techniques.

**100%**

of FEC students agreed or strongly agreed that, as a result of FEC, they can demonstrate professionalism in presentation, networking, and business communication.



*"I believe every class session was informational and beneficial to me in at least one way. All of the company visits helped me see if I could see myself applying to that firm or not. The other sessions showed me the ins and outs of consulting I had no idea about prior to taking this class."*

– Phoebe DuPuy, BSBA 2024

# The Fisher MBA Return on Investment

## Financial Times 2022 Ranking Of The Top 100 MBA Programs\*

Fisher Ranks **#6** Among Public Business Schools

**160%** salary increase

**\$145,450** (weighted base salary)

\*Financial Times produces an annual ranking of MBA programs globally. Surveys are sent to alumni three years after completing their MBA (in this case, MBA alumni graduating in 2018). Financial Times measures career progression of alumni, international experience and mobility, and the school's track record of producing new ideas in business management. Salary factors are one of the largest components of this ranking. Additional information on the methodology used by Financial Times for this ranking can be found by searching Financial Times Rankings.



*The Office of Career Management was with me every step of my career search and ultimately helped connect me with the network that led to my job today. I am forever grateful for the countless hours of excellent coaching, feedback, and support I was provided over the course of the program. I truly would not have found a company and a role that checked all of my boxes without the support of the OCM.*

Lisa Walsh,  
Supply Chain Leader, Procter & Gamble



*Fisher is a reputable MBA program that led to employers noticing my background, opening new doors in my career and leading to better compensation. The Office of Career Management was very helpful in guiding me in my internship/full-time job search. Their connections to L Brands played an instrumental role in landing an interview with Victoria's Secret, where I've worked in Finance the past four years.*

Vakeeshan Periyathamby,  
Marketing Finance Manager, Victoria's Secret & Company



*Fisher started my post-MBA career off a level above my peers of the same experience in the insurance industry. After my initial role, having a Fisher MBA on my resume helped me get promoted faster and opened up various management career opportunities that I don't think I would have had been considered for otherwise. The Office of Career management gave me actionable steps to find internship opportunities, prepare for the interview and land my desired job.*

Marisa Ratajczak,  
AVP, Business Performance Mgmt, Distribution Analytics



*The Office of Career Management helped me since the beginning of the program with advising me on how to best position myself to obtain an internship and helped me navigate the challenges we face as international students. The office was an incredible partner when we created the trek to visit companies in the west coast which I know students valued a lot. I love how open they were to the idea and appreciate their support to innovate on this area.."*

Thais Ronconi,  
Senior Human Resources Business Partner, Amazon

# Secrets to Success: Leadership Development



*"We were thrilled to partner with Fisher and the Office of Career Management to develop an event designed to meet the needs of Ohio State students. It was rewarding to connect with such highly motivated candidates and discuss the great opportunities we have available at J&J. We look forward to our continued partnership!"*

Sam Rosenbaum  
(BSBA '13), Finance Manager,  
Johnson & Johnson

## Opportunity:

- To bridge the disconnect between how employers view leadership development programs (LDPs) as flagship recruiting programs and the lack of student awareness in the value of these programs.

## Solution:

- Employers who recruit undergraduate talent are invited to share details about their LDPs with students and how to apply. During the 20-minute virtual info session, recruiters share one of the questions they typically ask in first-round interviews and reveal what they are looking for in answers from students.
- Two days later, recruiters conduct a 20-minute mock interview with students from the info session to provide them with practice answering the question and feedback on their answers.

*"I did not even know about the leadership development program before I attended and I applied right after!"*

Madison Mitchell, Senior Finance Major

## Results:

- Employers with LDPs generate interest in their organizations and increased applications
- Students receive real-world interview practice and gain confidence in these skills

## Who participated?



58

students participated in the Secrets to Success with Leadership Development Programs hosted by Johnson & Johnson and General Mills.

72%

of participating students scheduled mock interviews with recruiters and alumni from J&J and General Mills.

100%

of students said they were more interested in applying to LDPs as result of participating in the Secrets to Success event.

50%

Seniors

40%

Juniors

10%

Sophomores



# The Practice with a Professional Program

The Practice with a Professional program was developed to increase the engagement of MBA corporate mentors and to provide students with more ways to practice their behavioral interviewing skills.

## What challenges needed to be met to ensure the program's success?

- It had to be easy for students and mentors to participate
- The value of the program needed to be shared

## How were these accomplished?

- Interview schedules matching the availability of students and mentors were organized. Tools for students and mentors were created, and students were matched with mentors based on fields or industries of interest
- The pilot version of the Practice with a Professional program provided an opportunity to make improvements for an expanded, and more frequent, second round of the program

## Why has the Practice with a Professional program been a success?

- 100% of the mentors would help again and said it was easy to participate
- 100% of participating students found the program highly beneficial, would recommend the program to a peer and plan to connect with their mentors in the future

*"I really valued the mock interview with my mentor. It was incredibly valuable to receive feedback from alumni members in the career field."*

- Full-Time MBA student

*"I gained beneficial interview practice and feedback in regard to approaching questions and what skills interviewers are looking for."*

- Full-Time MBA student

**"This is great for the students. I truly wish I had the opportunity to participate in this when I was at Fisher. The students will be much more prepared when they get into their real interviews."**

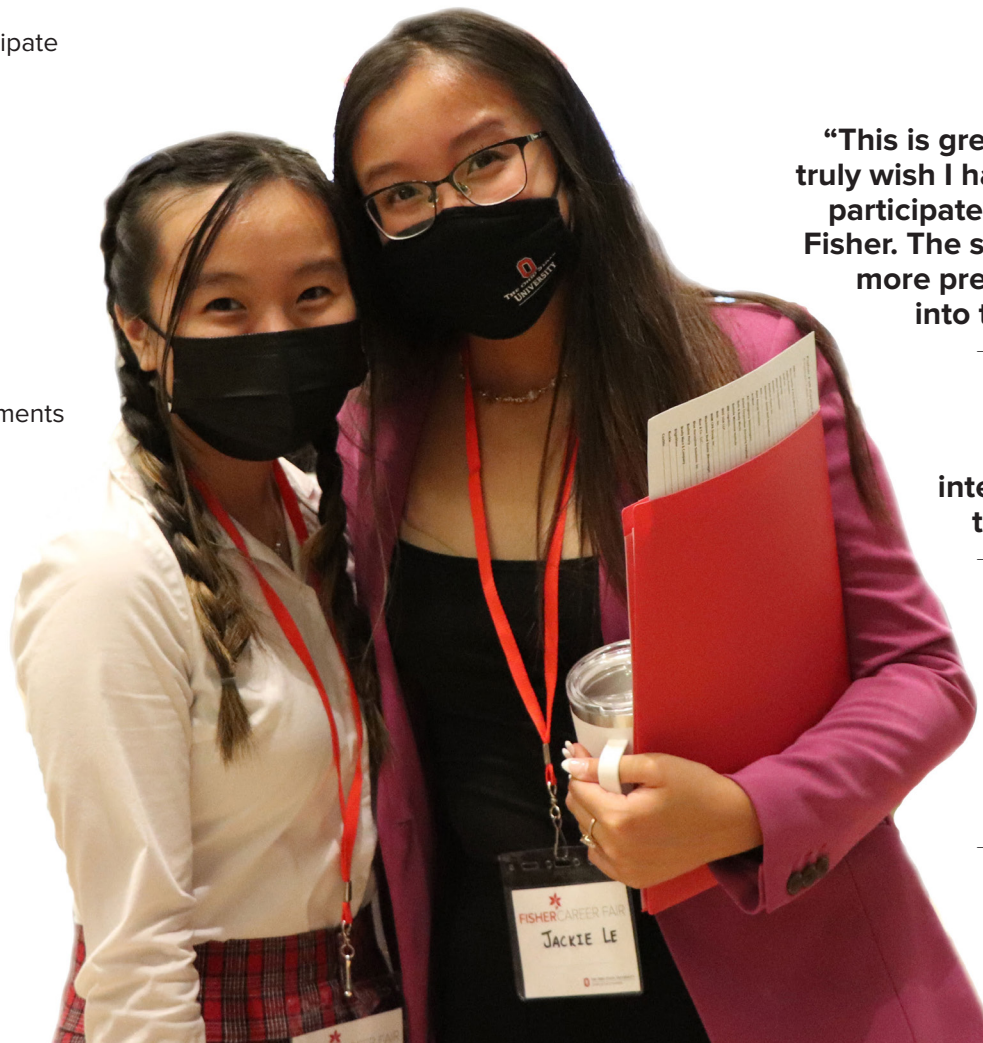
- Mentor and MBA alumnus

**"I enjoyed providing guidance to an international student on their growth journey."**

- Mentor and MBA alumnus

**"This was a great chance to meet current candidates and engage in coaching within a defined timeframe."**

- Mentor and MBA alumnus



## A Commitment to All Students



*FCOB Group at the 2021 NMBAA Conference's Career Expo in Chicago, IL.*

### Office of Career Management Leadership with Diversity and Inclusion Partnerships, Involvement and Activities:

- National Association of Colleges & Employers (NACE) Affinity Team: Individuals Supporting and Recruiting Students with Disabilities
- NACE Disability Signature Series - In Recognition of National Disability Employment Awareness Month
- National Conference on Diversity, Race, & Learning
- University Career Services Committee Inclusion, Diversity, Equity, and Access Team
- Opportunities for Ohioans with Disabilities (OOD) College to Careers program and partnerships with Ohio State
- National Black MBA Association, Prospanica, Reaching Out MBA, Forte Women's Leadership, and Veteran's Conference and Career Fair Partnerships
- MBA diversity conferences Financial Support; Career Connection Travel Grants
- Fisher College of Business Educational & Professional Diversity Committee
- Fisher Inclusion Champions designation
- MBA Career Foundation Conference Out in Business partnership
- My Career Management Graduate Student Diversity, Equity & Inclusion job search resources
- Forte MBA Women's Leadership Partnership and Representation
- Fisher Graduate Women in Business Partnership



*Jamie Mathews-Mead and Sarah Steenrod earning the Fisher Inclusion Champions designation.*

The Office of Career Management continues to meet the ever-evolving needs of students and corporate partners through the utilization of multiple technology platforms. Each of these are considered as best practices by multiple stakeholder groups, and provide higher levels of seamless service and data insights. Investments in these technologies are supported by our corporate sponsors.



**Handshake.** A university wide job posting, interview scheduling, and event management platform. Introduced by Fisher to the broader career management network at Ohio State in 2018, it provides students with real-time access to thousands of job opportunities, recruiters with a broad reach for communicating interview opportunities and recruiting events, and career management offices with the ability to track related data based on these interactions.



**Vmock.** A resume and interview preparation platform utilizing artificial intelligence and machine learning. Student resumes are evaluated on 100+ parameters including language, skills/competencies, and presentation. Additionally, through responses to industry specific interview questions, audio-video analysis on body language, speech, and content are provided in real-time.

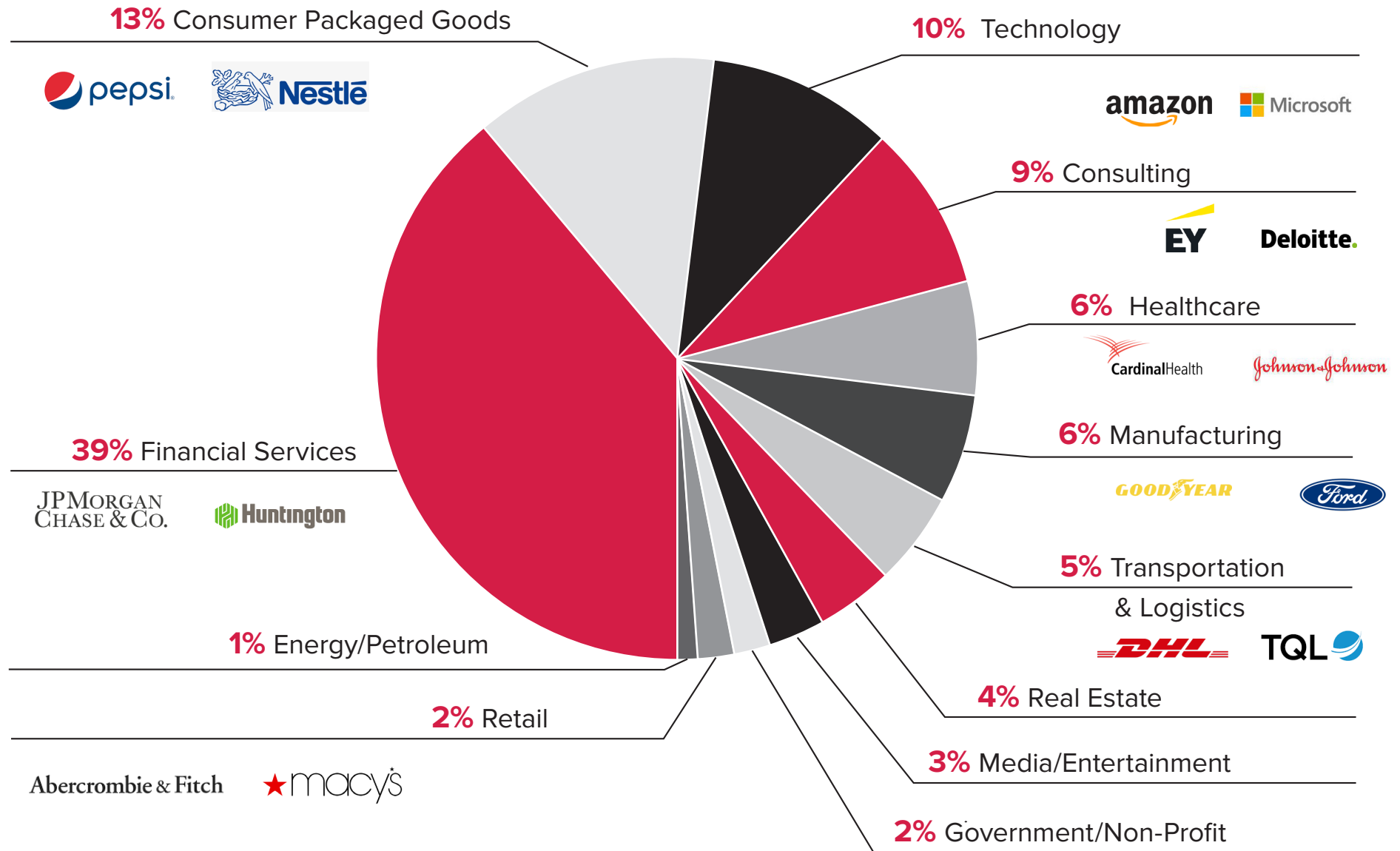


**12Twenty (Fisher Career Data Central).** A platform collecting data from students related to their job and internship job offers, plans for graduate school, and more. Data collected provides the Office of Career Management with information on salaries by degree, industry, and geography, as well as insights into recruiting trends, (the employment outcomes data you see in this report were generated through this platform). Additionally, students have access to data which can support their job offer decisions and negotiations. All data is aggregated and provides confidentiality to the students reporting information.



**Going Global.** Career and employment resources include world-wide job openings, internship listings, industry profiles and country-specific career information. More than 30,000 pages of constantly-updated content is included on topics such as work permit/visa regulations, resume writing guidelines and examples, employment trends, salary ranges, networking groups, cultural/interview advice, and corporate profiles. While useful for any student, the platform is especially appealing to international students.

# Fisher College of Business Top Hiring Industries



# Recruiting Outcomes: Undergraduate Students

## Student Outcomes 2021-2022

| Employment By Major            | Full-Time             |               | Internship            | Full-Time Salary |          |          |
|--------------------------------|-----------------------|---------------|-----------------------|------------------|----------|----------|
|                                | AVERAGE ANNUAL SALARY | % OF STUDENTS | AVERAGE HOURLY SALARY |                  | MEAN     | MEDIAN   |
| Accounting                     | \$60,834              | 208 (19%)     | \$21                  | BASE SALARY      | \$63,746 | \$62,000 |
| Aviation Management            | \$54,667              | 5 (<1%)       |                       | SIGNING BONUS    | \$5,657  | \$5,000  |
| Economics                      | \$61,182              | 18 (2%)       | \$23                  |                  |          |          |
| Finance                        | \$68,505              | 431 (38%)     | \$21                  |                  |          |          |
| Business Mgt - Regional Campus | \$48,960              | 21 (2%)       | \$16                  |                  |          |          |
| Human Resources                | \$54,474              | 24 (2%)       | \$18                  |                  |          |          |
| Information Systems            | \$73,802              | 48 (4%)       | \$21                  |                  |          |          |
| International Business         | \$57,356              | 14 (1%)       | \$16                  |                  |          |          |
| Logistics Management           | \$62,483              | 61 (5%)       | \$20                  |                  |          |          |
| Marketing                      | \$57,628              | 200 (18%)     | \$17                  |                  |          |          |
| Operations Management          | \$60,616              | 68 (6%)       | \$18                  |                  |          |          |
| Real Estate                    | \$69,643              | 18 (2%)       |                       |                  |          |          |

| Class Of 2022<br>U.S. Citizens/Permanent Residents |  | Class Of 2022<br>International/Non U.S. |  |
|--|--|---|--|
| (1478) Seeking Employment                          |  | (41) Seeking Employment                 |  |
| 84% (1102)   | Employed                                 | 51% (36)                                | Employed                                 |
| 16% (205)  | Still seeking employment                 | 49% (18)                                | Still seeking employment                 |
| (171) Other Outcomes                               |  | (164) Other Outcomes                    |  |
| 75% (128)  | Continuing Education                     | 94% (154)                               | Continuing Education                     |
| 13% (13)   | Military and other Service Work          | 1% (1)                                  | Service Work                             |
| 30% (30)   | Not Seeking Employment For Other Reasons | 5% (9)                                  | Not Seeking Employment For Other Reasons |

*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 2022, and Response Rate of 72%. The compensation data presented are based upon a Salary Disclosure Rate of 78% for the Class of 2022.*

| Geographic Distribution |          |           |            |              |         |              |       |           |      |           |              |
|-------------------------|----------|-----------|------------|--------------|---------|--------------|-------|-----------|------|-----------|--------------|
| REGION                  | OHIO     |           |            |              | MIDWEST | MID-ATLANTIC | SOUTH | SOUTHWEST | WEST | NORTHEAST | OUTSIDE U.S. |
|                         | COLUMBUS | CLEVELAND | CINCINNATI | OTHER CITIES |         |              |       |           |      |           |              |
| Full-Time               | 36%      | 7%        | 4%         | 10%          | 71%     | 4%           | 5%    | 4%        | 5%   | 10%       | 1%           |
| 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: Undergraduate Students

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

JPMORGAN  
CHASE & CO.

**73**  
hires

**EY**

**68**  
hires

**pwc**

**50**  
hires

**Deloitte.**

**41**  
hires

Abercrombie & Fitch

**36**  
hires

### 16-25 hires

Amazon  
BDO USA, LLP  
Crowe  
KeyBank  
KPMG  
Nationwide  
Plante Moran  
PNC Bank

### 10-15 hires

Accenture  
Cardinal Health  
DHL Supply Chain  
Fifth Third Bank  
Huntington National Bank  
Kohl's Corp.  
PepsiCo  
RSM US LLP  
Target Corp.

### 6-9 hires

GBQ Partners  
GE  
Goldman Sachs  
J.B. Hunt  
Keybank Capital Markets  
Macy's, Inc.  
Northwestern Mutual  
Owens Corning  
P&G / Procter & Gamble

Ross Stores Inc.  
Scotts Miracle-Gro  
Sherwin-Williams  
The Ohio State University  
TTi / TechTronic Industries  
Union Home Mortgage  
Victoria's Secret (also PINK)  
Worthington Industries

### 3-5 hires

AIG  
American Airlines, Inc.  
Ameriprise Financial  
Anheuser-Busch  
AT&T, Inc.  
Avaap  
Baker Tilly  
Bath & Body Works  
Battelle  
Boeing  
Branch Financial

Cain Brothers LLC  
CBRE Group  
Citi Group  
Citizens Bank  
Clark Schaefer Hackett & Co.  
Cohen & Co.  
CohnReznick LLP  
Covetrus  
Ducera Partners  
Eaton Corporation  
Epic Systems

Fidelity Investments  
FIS  
Ford Motor Company  
Frank, Rimerman + Co. LLP  
Gap Inc.  
Great American Insurance  
Group  
Greif  
JLL / Jones Lang LaSalle  
Lowe's Companies, Inc.  
Lower.com

Lument  
Marathon Petroleum Corp.  
Marsh / Marsh & McLennan  
Companies  
McKinsey  
Medline Industries, Inc.  
Merrill Lynch  
Mettler Toledo  
Microsoft  
Nestle  
NetJets

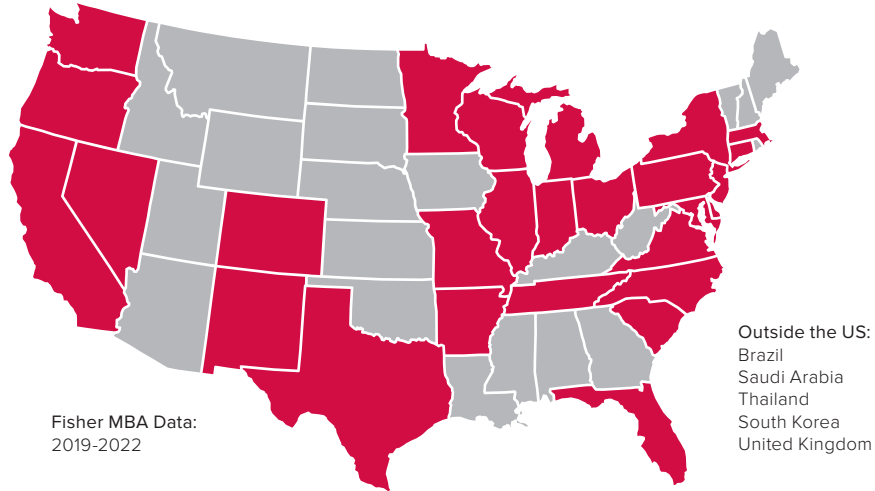
ODW Logistics  
OhioHealth  
Oracle  
Parker Hannifin  
Paycom  
PGIM Real Estate  
PPG Industries  
Raymond James Financial  
Rea & Associates  
Schneider Downs  
Sycamore Growth Group

The Advance Group  
The Hershey Company  
The J.M. Smucker Company  
TJX Companies Inc.  
UBS Financial Services  
Vertiv  
Wells Fargo Financial  
Western & Southern  
William Blair & Company  
Woda Cooper Companies

# Recruiting Outcomes: MBA Students

## Student Outcomes 2021-2022

### Where Fisher MBA Graduates Go



| MBA Employment By Industry | Full-Time             |               |
|----------------------------|-----------------------|---------------|
|                            | AVERAGE ANNUAL SALARY | % OF STUDENTS |
| Consulting Services        | \$139,888             | 17.4%         |
| Consumer Products          | \$94,000              | 8.7%          |
| Energy                     | \$65,000              | 2.2%          |
| Financial Services         | \$107,169             | 28.3%         |
| Healthcare                 | \$125,000             | 4.3%          |
| Manufacturing              | \$94,167              | 6.5%          |
| Real Estate                | \$85,000              | 2.2%          |
| Retail                     | \$122,720             | 4.3%          |
| Technology                 | \$97,826              | 19.6%         |
| Transportation             | \$80,000              | 2.2%          |
| Other                      | \$55,800              | 4.3%          |

| MBA Employment By Job Function | Full-Time             |               |
|--------------------------------|-----------------------|---------------|
|                                | AVERAGE ANNUAL SALARY | % OF STUDENTS |
| Consulting                     | \$146,429             | 15%           |
| Finance/Accounting             | \$102,611             | 20%           |
| General Management             | \$117,143             | 15%           |
| Human Resources                | 97,550                | 4%            |
| Marketing/Sales                | \$88,566              | 18%           |
| Information Technology         | \$83,200              | 2%            |
| Operations / Logistics         | \$88,583              | 13%           |
| Other                          | \$100,240             | 13%           |

### Annual Salary

|                 | AVERAGE   | MEDIAN    | RANGE                |
|-----------------|-----------|-----------|----------------------|
| Starting Salary | \$106,267 | \$110,500 | \$41,600 - \$175,000 |
| Signing Bonus   | \$27,145  | \$20,000  | \$1,000 - \$125,000  |

### Geographic Distribution

| REGION    | OHIO     |           |            |              | MIDWEST | MID-ATLANTIC | SOUTH | SOUTHWEST | WEST | NORTH-EAST | OUTSIDE U.S. |
|-----------|----------|-----------|------------|--------------|---------|--------------|-------|-----------|------|------------|--------------|
|           | COLUMBUS | CLEVELAND | CINCINNATI | OTHER CITIES |         |              |       |           |      |            |              |
| Full-Time | 43%      | 2%        | 2%         | 11%          | 76%     | 2%           | 0%    | 7%        | 11%  | 2%         | 2%           |
| Intern    | 43%      | 4%        | 0%         | 2%           | 70%     | 0%           | 0%    | 8%        | 14%  | 6%         | 1%           |

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

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

|     | U.S Citizens/<br>Permanent Residents | International<br>Students | Combined |
|-----|--------------------------------------|---------------------------|----------|
| MBA | 93%                                  | 100%                      | 94%      |

### Internship Salary

|     | MONTHLY AVERAGE |
|-----|-----------------|
| MBA | \$7,620         |

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.

# Recruiting Outcomes: MBA Students

Top Companies making offers to MBA Students: (includes internship and post-graduate)

JPMORGAN  
CHASE & CO.

11  
hires

amazon

8  
hires

Deloitte.

8  
hires

Nationwide®

6  
hires

Abbott Nutrition  
Accentus Health  
Acquisition Logistics Engineering  
Advenir  
**\*Amazon**  
Amgen  
Analysis Group  
Anheuser-Busch  
Anthony Vince Nail Spa  
**\*Applied Materials**  
Ari Trade LLC  
Avient  
Bath & Body Works  
Bayer CropScience  
Bluestone Wealth Partners  
Cambly  
Centene  
Central Community House  
Cohen & Company  
Cummins Inc.  
CVS  
**\*Dell Technologies**

**\*Deloitte**  
DigiCert Inc.  
Discover Financial Services  
Eli Lilly & Company  
Emerson  
Ericsson  
Experience Management  
Institute  
EY (Ernst & Young)  
FBI  
First Energy  
**\*Ford Motor Company**  
General Motors  
**\*Genpact**  
Hamilton Capital  
Honeywell Intelligrated  
Huntington National Bank  
Hyatt Regency Columbus  
ISO Technologies Inc  
Johnson & Johnson  
**\*JPMorgan Chase & Co.**  
Kalypso

KPMG  
**\*Levi Strauss & Co**  
Liberty Mutual Insurance  
Company  
LogicGate  
Lumen Technologies  
Lument  
Mattel, Inc.  
**\*McKinsey**  
Micron Technology  
**\*Microsoft**  
**\*Nationwide**  
Nestle  
Nuveen  
OSU Wexner Medical Center  
PA Consulting  
Packback, Inc.  
Plante Moran  
Power to Hydrogen  
**\*Procter & Gamble**  
**\*Protein Capture Science**  
Republic Services

Salesforce  
Sayweee  
Scotts Miracle-Gro  
State Street Corporation  
The Hershey Company  
The Ohio State University  
**\*The Wendy's Company**  
Trammell Crow Co.  
TRC Companies, Inc.  
Uber  
United States Postal Service  
**\*Verizon**  
Vertiv  
VinFast LLC  
**\*West Monroe Partners**  
Worthington Industries  
ZF TRW Automotive  
Zii Robot

*\*These companies made multiple offers*

# Recruiting Outcomes: Specialized Degree Programs

The outcomes data below represents outcomes for the Specialized Degree Programs graduates of 2021. Class of 2022 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.



|  |          |
|--|----------|
| MHRM Class of 2021 (69 current MHRM students)  |          |
| Starting Salary Average  | \$72,728 |
| Starting Salary Median   | \$73,150 |
| Internship Salary Average  | \$4,644  |
| U.S. Citizens/Permanent Residents with Job Offers (6 Months Post Graduation)               | 96%      |
| Overall Students with Job Offers (6 Months Post Graduation)                                | 91%      |
| MAcc Class of 2021 (63 current MAcc students)  |          |
| Starting Salary Average  | \$58,639 |
| Starting Salary Median   | \$56,000 |
| U.S. Citizens/Permanent Residents with Job Offers (6 Months Post Graduation)               | 94%      |
| Overall Students with Job Offers (6 Months Post Graduation)                                | 93%      |
| SMF Class of 2021 (49 current SMF students)  |          |
| Starting Salary Average  | \$68,654 |
| Starting Salary Median   | \$70,000 |
| U.S. Citizens/Permanent Residents with Job Offers (6 Months Post Graduation)               | 96%      |
| Overall Students with Job Offers (6 Months Post Graduation & Actively Searching in the US) | 89%      |

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**  
Senior Director, Recruiter Relations and Technology

**Francie Buschur**  
Graphic Designer

**Darese Douglas**  
Database Coordinator

**Joanne Weber**  
Recruiting Coordinator

### **Undergraduate Team**

**Sarah Steenrod**  
Senior Director, Undergraduate Career Management

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

**Lauren Kume**  
Career Advisor

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

### **Undergraduate Team**

#### **Graduate Administrative Associates**

#### **Undergraduate Team**

Tyeal Booker  
Kara Denison  
Liz Kazemy

#### **Recruiting Operations**

Tonya Frankart

### **Graduate Team**

#### **Graduate Administrative Associates**

Alexandra (Lexie) Smith  
Catalina Cordona

### **Undergraduate Student Staff Members**

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

Michelle Hang  
Alex Rowley

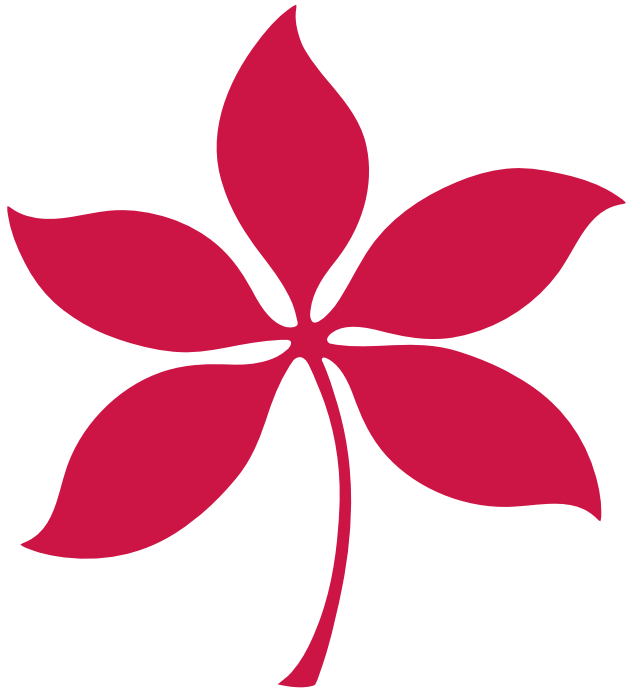
#### **Investment Banking Program Coordinator**

Matt Young

#### **Career Coaches**

Annika Richards  
Emma Butler  
Audrey Neyer  
Jacquelyn Newberry  
McKenzie Snyder  
Kate McCarthy

# The Office of Career Management Team





## THANK YOU TO OUR 2021-22 CORPORATE SPONSORS

### Office Of Career Management

150 Gerlach Hall  
2108 Neil Avenue  
Columbus, Oh 43210-1144  
Phone: (614) 292-6024  
[fisher.osu.edu/careers](https://fisher.osu.edu/careers)



**THE OHIO STATE UNIVERSITY**  
FISHER COLLEGE OF BUSINESS