

# *Office Of Career Management* **ANNUAL REPORT** *2016-2017*



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



## *A message from the executive director...*

Dear Friends of the Max M. Fisher College of Business,

Once again, I am pleased to introduce our Office of Career Management Annual Report. Inside, you will read about a number of programs, services, initiatives and partnerships that helped propel our students to internships and post-graduate employment at some of the best companies in the world. Here are some highlights from the report:

- 98 percent of our undergraduate students graduated with at least one internship or major-related experience.
- We exceeded 4 million views of our nationally recognized Interviewing Skills Video Series featuring Fisher students and recruiters.
- 726 companies participated in our recruiting events.
- Over 3,400 students attended our Fisher Fall and Spring Internship Job Fairs.
- The companies hiring the greatest number of our students represented 11 different industries.
- Among our top-25 hiring companies, four appeared on the list for the first time.
- Among undergraduate students seeking employment and reporting their employment outcomes to the Office of Career Management, 90 percent had secured jobs within 3 months of graduation.
- 93 percent of our MBA students reported job offers within three months of graduation, continuing a 10-year trend of 90 percent or higher.
- The average salaries of jobs accepted by our MBLE (\$64,234) and SMF (\$65,090) students increased from the previous year.
- The percentage of U.S. domestic MAcc graduates (97 percent) and U.S. domestic MHRM graduates (94 percent) reporting job offers within three months of graduation increased from the previous year.

The three “teams” within our office (graduate services, undergraduate services, recruiting operations) worked cross-collaboratively within five “innovation” themes consistent with the college’s Strategic Plan. The areas of focus were: 1) enhancing the national prominence of our programs and services; 2) further engaging students in our programs and services; 3) enhancing our corporate and alumni partnerships; 4) further developing our global employer partnerships to provide increased opportunities for our international students; 5) focusing on future trends in recruiting and career management delivery in order to be proactive and responsive to ever-changing approaches. I invite you to read about the work and focus of these innovation teams on pages 15-16. I will briefly highlight one of them as an example:

Our International Student Innovation Team established much deeper relationships with both Ohio State’s China Gateway and multiple China-based recruiting organizations and companies. This was achieved through coordinating the on-campus presence of the China Gateway team with students, as well as through our second extended corporate outreach trip to Shanghai, Suzhou and Beijing over a 14-month period. The results were increased numbers of Chinese students attending specifically designed programs relevant to home-country employment, along with significant increases in the number of China-based job opportunities being posted on FisherConnect. As a result, I believe you will see an increase in the number of our international students securing home-country employment in next year’s annual report.

Enjoy reading about the success of Fisher students in this report, and thank you for your continued support of them and your active participation in our programs and services. I look forward to reporting back to you next year with even greater results.

Best regards,

Jeffrey D. Rice  
Associate to the Dean for Staff Professional Development  
Executive Director  
Office of Career Management

# 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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# Office of Career Management STAFF

THE OFFICE OF CAREER  
MANAGEMENT STAFF  
REPRESENTS  
**200 YEARS' EXPERIENCE**  
IN HIGHER EDUCATION



## AUDREY BLEDSOE

Assistant Director, Undergraduate  
Career Services & Education

*Audrey has been with Ohio State for seven years. She works closely with undergraduate students, coordinates job search and internship courses, and she supervises peer career coaches who provide walk-in résumé reviews.*



## JEFFREY RICE

Executive Director

*Jeff has been with Ohio State for 25 years, providing leadership and oversight of all daily operations.*



## MARGIE BOGENSCHUTZ

Senior Director, Undergraduate  
Career Management and  
Recruitment

*Margie has been with Ohio State for 31 years. She leads the undergraduate team while working closely with undergraduate students and Fisher Futures.*



## JULIE BOOTHMAN

Career Management  
Assistant

*Julie has been with Ohio State for two years and oversees all front-desk reception and support, and she serves as the initial point of contact for the office.*



## FRANCIE BUSCHUR

Graphic Designer

*Francie has been with Ohio State for 14 years and leads the creation and graphic design of the annual report and all marketing collateral for the office.*



## DARESE DOUGLAS

Database Coordinator

*Darese has been with Ohio State for 25 years and serves as the FisherConnect administrator and manages the job reporting database, Fisher Career Data Central.*



## SUSAN GEIER

Recruiting Coordinator

*Susan has been with Ohio State for 14 years and coordinates all on-campus interview schedules and works closely with recruiters.*



## NANCY GILBERTSEN

Director, Career Management &  
Corporate Relations

*Nancy has been with Ohio State for four years and works closely with students enrolled in the MBA program focused on finance, real estate, and risk management.*



## ALLISON JONES

Director, Career Management &  
Corporate Relations

*Allison has been with Ohio State for 12 years and works closely with students enrolled in the MBA program focused on marketing and organizational behavior.*





**JAMIE  
MATHEWS-MEAD**  
Senior Director, Graduate Career  
Management

*Jamie has been with Ohio State for 23 years and leads the Grad Team, and works closely with students enrolled in the MBA program focused on operations and logistics management.*



**KATIE REYNOLDS**  
Assistant Director, Undergraduate  
Career Development

*Katie has been with Ohio State for two years and works closely with undergraduate students who are exploring careers in business.*



**STEVE SINGER**  
Director, Career Management &  
Corporate Relations

*Steve has been with Ohio State for 13 years and works closely with students enrolled in the Master of Accounting (MAcc) and Master of Business Logistics Engineering (MBLE) programs.*



**SARAH STEENROD**  
Director, Undergraduate Career  
Consultation & Programs

*Sarah has been with Ohio State for 11 years and works closely with undergraduate students, Fisher Emerging Consultants, and she coordinates the Fisher Fall Career Fair.*



**ALEX TOOMEY**  
Director, Career Management  
& Corporate Relations

*Alex has been with Ohio State for more than four years and works closely with students enrolled in the MBA program focused on consulting and analytics.*

## STUDENT STAFF

The Office of Career Management could not do what we do, or achieve the results that we do, without our exceptional student staff members:

### GRADUATE ADMINISTRATIVE ASSISTANTS

#### UNDERGRADUATE TEAM

Will Burk  
Jennifer Burns  
Billy Dunn  
Trevor Morse  
Maddy Ozvath

#### GRADUATE TEAM

Felicia Lilien  
Yi Mon  
Stephanie Pedicini  
Trent Smith  
Gabriella Terranova  
Dominique Villoria

#### RECRUITING OPERATIONS

Emma Goold

### UNDERGRADUATE STUDENT STAFF MEMBERS

#### MARKETING INTERN

Alison Sabath

#### CAREER EVENTS INTERN

Courtney Russell

#### CAREER COACHES

Juhee Kumar  
Taylor Ruby  
Eric Schlabach  
Dylan Stern  
Alex Witt

#### FRONT DESK STAFF

Jordan Ginsberg



**JILL WESTERFELD**  
Assistant Director, Career Management  
& Corporate Relations

*Jill has been with Ohio State for four years and works closely with students enrolled in the Specialized Master of Finance (SMF) and Master of Human Resource Management (MHRM) programs.*



**MANDY WILLIAMS**  
Assistant Director, Career  
Management & Corporate Relations

*Mandy has been with Ohio State for one year and works closely with students enrolled in the Working Professional MBA program.*



**MARK WILSON**  
Director of Recruiter  
Relations and Technology

*Mark has been with Ohio State for 20 years and leads the On-Campus Recruiting and Operations Team, managing recruiter relations and any technology needs for the office.*

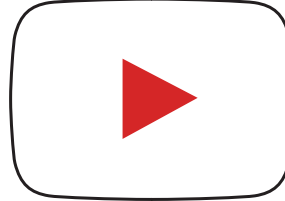
# Office of Career Management AT-A-GLANCE

Fisher's  
full-time MBA  
program  
ranks  
for the  
**6th**  
percentage of students  
who found jobs  
through the career  
management  
office  
(The Economist, 2016)

Fisher students  
had direct access to  
**726**  
companies through  
recruiting events

**98%**  
of Fisher's undergraduate  
business students graduate  
with at least one internship  
or major-related  
experience

  
**4,300+**  
The number of undergraduate  
students reached by the Office  
of Career Management team  
through our presentations  
and workshops



**OUR INTERVIEWING  
SKILLS VIDEO  
SERIES ON**

**You Tube**  
**HAS OVER  
4 MILLION VIEWS!**



**Fisher's Full-Time  
MBA program ranks  
8th for opening new  
career opportunities.**

(The Economist, 2016)

Fisher's Specialized  
Master of Finance  
program is ranked **11th**  
overall, **2nd** for value  
for money and **3rd** for  
career services.

(Financial Times, 2017)



**OUR WORKING  
PROFESSIONAL  
MBA  
PROGRAM  
RANKS 9<sup>th</sup>  
IN THE NATION**

(U.S. News & World Report, 2017)



# Fisher has 5 undergraduate majors that rank in the top 15!



*(U.S. News & World Report, 2017)*



## 420

**QUIC BADGES WERE  
DISTRIBUTED DURING  
SPRING SEMESTER TO  
STUDENTS WHO PASSED  
THEIR QUIC INTERVIEW!**

## 185

**Companies attended the  
Fisher Fall Career Fair.**



**The Office of  
Career  
Management  
conducted**

## 132

**class presentations  
and workshops.**





# Office of Career Management ENGAGEMENT



The Office of Career Management is part of an impressive network of individuals, departments, teams and organizations that make our work possible. These are only some of our partners.

## UNDERGRADUATE STUDENTS

7,364

### UNDERGRADUATE STUDENTS BY MAJOR:

Accounting.....	18% (1323)
Exploring/Undecided.....	3% (261)
Economics.....	2% (181)
Finance .....	27% (2006)
General Business(Regional campus) ..	1% (69)
Human Resources.....	2% (144)
Information Systems .....	3% (203)
Insurance.....	<1% (13)
International Business .....	2% (170)
Logistics Management .....	5% (375)
Marketing .....	18% (1310)
Operations Management .....	5% (375)
Pre-business .....	12% (865)
Real Estate.....	1% (50)
Special Major .....	<1% (19)

Average GPA of undergraduate students registered with the Office of Career Management: 3.4

## GRADUATE STUDENTS

841

WPMBA .....	340
MBA .....	212
MHRM.....	108
MAcc.....	80
MBLE.....	56
SMF .....	45

### On-Campus Partners:

- Association of Staff and Faculty Women
- The Blackwell Inn and Conference Center
- Fisher Information Technology
- Global Gateways
- Graduate Programs Office
- Office of Alumni Relations
- Office of Global Business
- Ohio Union
- Ohio State Career Services Offices
- President and Provost's Council on Women
- Undergraduate Leadership and Engagement Office
- Undergraduate Programs and Advising
- University Career Services Committee

### Off-Campus Partners:

- Forté Foundation
- MBA Career Services and Employer Alliance (MBA CSEA)
- Midwest Association of Colleges and Employers (MWACE)
- National Academic Advising Association (NACADA)
- National Association of Colleges and Employers (NACE)
- National Career Development Association (NCDA)
- Ohio Career Development Association (OCDA)
- Women for Economic and Leadership Development (WELD)



## ENGAGEMENT WITH UNDERGRADUATE STUDENTS

Individual consulting appointments.....	1,807
Walk-in appointments w/ peer career coaches.....	936
for résumé review.....	898
for LinkedIn profile review .....	38
QUIC interviews.....	1,163
Students attending Fisher Fall Career Fair .....	2,055
Students attending Fisher Spring Internship and Job Fair.....	1,416
Students attending OCM presentations and workshops .....	4,336

## ENGAGEMENT WITH GRADUATE STUDENTS

Individual consulting appointments.....	1,809
Fundamentals of MBA Functions .....	33
International Student Roundtable – networking .....	34
International Student Roundtable – career fair prep.....	70
Spring Networking Night.....	90
Career Foundation Program attendance .....	419
FTMBA Career Foundation Conference.....	90
International Student Career Foundation Seminar.....	133
MAcc Career Foundation Seminar.....	80
MBLE Career Foundation Seminar.....	21
MHRM Career Foundation Seminar.....	50
SMF Career Foundation Luncheon.....	45
Career Success Series Workshops .....	219
How To Shine At A Career Fair Or Conference .....	72
Advanced Interviewing Techniques .....	36
How To Successfully Network .....	14
Job Offer Decision And Effective Salary Negotiation .....	32
Power Of LinkedIn .....	18
Global Insights To Work Authorization .....	19
Virtual Career Success Series.....	28



*We strive  
to be every  
employer's  
favorite  
place to  
recruit.*

## ON-CAMPUS RECRUITING

### Undergraduate

#### Career positions

Number of companies.....	157
Number of interviews .....	2,006

#### Internships

Number of companies.....	129
Number of interviews .....	2,059

### Graduate

#### Career positions

Number of companies.....	66
Number of interviews .....	302

#### Internships

Number of companies.....	54
Number of interviews .....	172

## JOB POSTINGS

### Undergraduate

Full-time.....	1,786
Internship.....	1,138

### Graduate

MBA, full-time .....	570
MBA internship.....	228
MAcc.....	408
MHRM, full time .....	148
MHRM, internship.....	75
MBLE.....	261
SMF .....	377

## RÉSUMÉ SEARCH

Fisher College of Business students are the best, and employers are noticing. The following are the number of companies requesting résumé packets, either online through FisherConnect, or personally from one of our career consultants.

Undergraduate .....	271
MBA .....	189
MAcc.....	102
MHRM .....	79
MBLE.....	39
SMF.....	54

## COMPANY PARTICIPATION AT EVENTS HOSTED BY CAREER MANAGEMENT

Fisher Spring Internship & Job Fair.....	136 companies
Fisher Fall Career Fair .....	185 companies
Spring Networking Night.....	33 companies





## COMPANY REPRESENTATIVES CONDUCTING MOCK INTERVIEWS, RÉSUMÉ CRITIQUES OR PRESENTATIONS

Abbott	Gable Consulting	Northwestern Mutual
Accenture	General Motors	Ologie
AEP	Goldman Sachs	Penske
Acre: Farm-to-Table To-Go	Goodyear	PepsiCo
Amazon	Grant Thornton	Plante Moran
American Greetings	Greif	PolyOne
Anheuser-Busch	H&R Block	PPG Industries
AT&T Mobility	Hertz	Procter & Gamble
Barclays	Highmark Health	Pursuit
BASF	Honda Company	PwC
BDO	Hot Chicken Takeover	PwC China
Becker CPA Review	Humana	Quicken Loans
Big Lots	Huntington National Bank	RBC
Blue Horseshoe	IBM	RBHD
Caesars	Infoverity	RealFoundations
Cardinal Health	Indiana University Health	Republic Services
CEVA Logistics	Johnson & Johnson	Resource/Ammirati
Cleveland Research Company	JPMorgan Chase	RG Barry
Cognizant	Kalypso	Robert W. Baird
Cohen & Company	Kellogg's	Rolls-Royce
Crane Worldwide Logistics	Key Bank	RSM
Crowe Horwath	Kimball Midwest	Schneider Downs
Deloitte	KPMG	Scotts Miracle-Gro Company
Deloitte Consulting	L Brands	Shell Oil Company
DHL Consulting	Lancaster Pollard	Stanley Black & Decker
DHL Supply Chain	Land O'Lakes	Stanley Steemer
DISH Network	LeanCor	Synchrony Financial
Duff & Phelps	LexisNexis	Target
Eaton	Macquarie	Texas Instruments
ExxonMobil	Macy's	The Wendy's Company
EY	Marathon Petroleum Company	TiER1 Performance Solutions
FBI (Federal Bureau of Investigation)	McKinsey & Company	Walmart / Sam's Club
FedEx	MDS CPA Review	Washington Prime Group
Fifth Third Bank	Morgan Stanley	Wendy's
Ford Motor Company	Nationwide	William Blair
Gallup	Navigator Management Partners	Zillow
GAP	Nestlé	Zimmer Biomet
GBQ	NetJets	



## 2017 OCDA BOB WINDLE LEADERSHIP CAREER AWARD



Congratulations to Allison Jones, director, career management & corporate relations, who was selected to receive the 2017 Bob Windle Leadership Career Award via the Ohio Career Development Association (OCDA). Allison was recognized for her active involvement and significant contributions to the field of career services along with leadership with the OCDA (as past treasurer and membership lead) in addition to her many leadership and programmatic roles in The Ohio State University Career Services Committee.

This award is presented annually by the OCDA to a career professional in Ohio as recognition of his/her exemplary service to the profession as indicated by participation and leadership in professional associations at the local, state and/or national levels. Additionally, this award can be presented to a professional in recognition of his/her distinguished scholastic activity in the advancement of the career counseling and/or career development field.



## DAVID S. BECHTEL AWARD FOR OUTSTANDING CAREER SERVICES PROFESSIONAL



Margie Bogenschutz, senior director of undergraduate career management and recruitment, received the David S. Bechtel Award for Outstanding Career Services Professional at the Big 10+ Allerton Conference in June 2017. One of three honors awarded at the event, Margie was recognized for her dedication and excellent service to students, employers, colleagues, and the career services community, her innovative ideas, and her active involvement in developing the profession. During her tenure in the field of career services, she has listened to employer feedback and restructured the undergraduate recruiting process by implementing a graded mock interview program, strategically collaborated with faculty at Fisher to further engage with students, and served as a representative on numerous committees and organizations on the college, university and professional level. Above all, she is an advocate for her students, colleagues, recruiters and the professional community dedicated to improving career services.



## MIDWEST ASSOCIATION OF COLLEGES AND EMPLOYERS CONFERENCE PRESENTATION

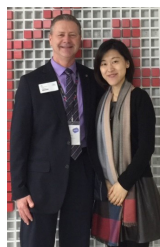
Audrey Bledsoe and Margie Bogenschutz presented 'Engaging Seniors in Career Services: How to Leverage their Expertise' at the Midwest Association of Colleges and Employers conference in St. Louis in July 2016. Increased competition for admission to universities has led to a higher level of sophistication and more accomplished incoming students. With this change, our office has seen an increase in student engagement early in their academic careers, resulting in many students taking on leadership roles prior to their senior year. This session addressed the question, "How can career services professionals keep seniors actively engaged and show them they are still valued members of the community?"

We also co-hosted a successful reception for alumni with the Engineering Career Services staff.



*Connecting College to Career*

## GLOBAL UNIVERSITY CAREER DEVELOPMENT (CHINA) CONFERENCE



In partnership with LockIn China, a leading Chinese overseas online recruitment platform and the Ohio State China Gateway, executive director Jeffrey Rice represented the Office of Career Management in the second annual Global University Career Development (China) Conference. Attendees included career services representatives from 14 universities located in the U.S., U.K., Australia or China. Over the course of a week, 30 companies were visited in Shanghai and Suzhou, which culminated in a job fair in Beijing. There was significant interest from China-based companies in recruiting Chinese students studying at U.S. universities. The Fisher OCM will leverage this interest by inviting many of these companies to participate in virtual job fairs hosted by Fisher as well as posting job opportunities directly on FisherConnect.

## LOCKIN CHINA TRAINING PROGRAM



The Office of Career Management partnered with LockIn China, a leading Chinese overseas online recruitment platform that offers pre-work training/job seeking guidance programs and services to host a university wide program for students exploring job opportunities in China post-graduation and beyond. Sixty-nine Ohio State students attended this inaugural event.

Discussion topics, which focused on preparing Chinese students for post-graduation success, included:

- Overview of the Chinese economic environment and opportunities within the current job market
- Employment status of overseas Chinese students
- Analysis of the online application process, résumé screening methods and interview process
- Online assessment and testing process
- Leaderless group discussion and role play

## CHINA GLOBAL GATEWAY



The China Gateway has been working closely with the International Student Innovation Team of the Office of Career Management to assist Ohio State students and alumni in exploring career opportunities in China.

Phoebe You, Director of the China Gateway, hosted information sessions for students during her visit to Columbus in February. During the session, You provided background on the current job market in China and gave advice on the best strategies to help students prepare for career opportunities in China. She also shared various resources that students could utilize at the China Gateway.





## EMPLOYER APPRECIATION LUNCHEON



The Office of Career Management's Corporate and Alumni Relations Innovation Team (CARIT) launched the inaugural Employer Appreciation Luncheon on April 21, 2017, at Ohio Stadium. The purpose of the luncheon was to enhance recruiting relationships with our valued employers, acknowledge their impact as it relates to recruiting and hiring Fisher students,

and celebrate recruiting best practices. A panel of Dean's Leadership Academy students, facilitated by University Distinguished Teaching Professor Tony Rucci, highlighted the afternoon. The panel addressed millennial reputation among employers and expectations for continued development as future leaders within global organizations.



## GRADUATE TEAM VISITS SAN FRANCISCO



In conjunction with the MBA Career Service Employer Alliance conference for career management professionals and employers, the Graduate Team visited alumni recruiters at several companies around San Francisco. Companies included Airbnb, Apple, Facebook, Google, Pinterest and Williams-Sonoma. The team gained an even better understanding of each company's culture and hiring practices to inform its advising practices. While in San Francisco, the Office of Career Management team hosted an informal networking event for any Fisher graduate program alumni living in the area. The event was held at Press Club in downtown San Francisco, and more than 25 alumni attended.



## JOB SEARCH ACTION TEAMS

Thirty graduate students participated in Job Search Action Teams, which are small groups designed to support job seekers and give them an opportunity to share ideas and learn new tips. Each meeting included a short strategy lesson, team member updates and time for networking or practice. The strategy lessons included the following topics: efficient time management, know your fit, share your value, deliver your passion, handle the hard interviews with grace and develop a focus for your meetings.



## NACE CAREER COACHING INTENSIVE (CCI)



Five members of the Office of Career Management participated in the National Association of Colleges and Employers (NACE) Career Coaching Intensive (CCI), as part of the NACE Coaching Certification Program. The two-day program included learning key coaching skills, techniques and tactics through facilitated discussion, guided activities and group work. NACE came to Ohio State and hosted this intensive program in the Ohio Union. The outcomes for this two-day event included:

- Using the language of coaching
- Selecting the appropriate coaching technique to use with an individual student
- Applying the most effective coaching techniques for individual and group coaching
- Identifying how to leverage their individual strengths to be more effective coaches



## MHRM MOCK INTERVIEW PROGRAM

The Office of Career Management and MHRM council partnered to host an interactive and engaging afternoon for first-year MHRM students. The mock interview workshop began with an overview of how to craft one's story using a unique exercise that helped students link their stories to build a cohesive narrative. Following this, each first-year student was assigned a 30-minute mock interview with a second-year MHRM student in which feedback was given on the spot. Students were able to address first-time interview jitters and fears before navigating the intense fall recruitment season, and they received helpful feedback from students who had recently been in their shoes.



## MBA CAREER FOUNDATION CONFERENCE

In August, members of the Graduate Team implemented a new two-and-a-half day conference format for incoming full-time MBA students to introduce them to various business functions and build the skills, networks and experiences necessary to be the very best prepared and informed job seekers. Professionals from more than 40 companies spoke to the students as well as Ohio State's Digital Storytelling Group and special guest speaker, Dr. Melissa Briggs-Phillips.



## FISHER UNDERGRADUATE JOB SHADOW PROGRAM



Fifty-eight business students participated in the inaugural Fisher Undergraduate Job Shadow Program, conducted through the Office of Career Management. The program connected Fisher students with 19 leading companies to provide a glimpse into various employment opportunities and facilitated career exploration throughout the course of Ohio State's spring break.

# Office of Career Management INNOVATION TEAMS



## PROMINENCE INNOVATION TEAM

This team developed an evidence-based learning initiative to provide support for the Office of Career Management's services and offerings, as well as to stay on the cutting edge of the field. This innovation team decided to adopt an evidence-based learning lens to the office's practice. The team participated in learning outcomes training sessions and read articles on the topic. The Office of Career Management engaged in two training sessions on creating and measuring learning outcomes and pursuing evidence-based practices and will utilize this training in surveying and measuring the office's programming.

The team implemented this practice with the QUIC program and is currently collecting data on students' learning through this resource. The team asked that all OCM staff members adopt this practice for at least one of their programs or services this year to continue to prove that the office's services and offerings meet their outcomes. In addition, the Prominence Innovation Team is partnering with Fisher Marketing and Communications to create additional marketing materials that highlight what we do that makes us prominent.



## INTERNATIONAL STUDENT INNOVATION TEAM

This past academic year, the International Student Innovation team has made significant strides with several main initiatives. Most notably, working to strengthen and develop our global employer partnerships through leveraging our relationship with the China Global Gateway and the online recruitment platform and job training program, LockIn China. The Office of Career Management partnered with both entities to provide information sessions and job training programs for Chinese students throughout the academic year. These programs were well attended and provided additional engagement opportunities and job preparation resources for our Chinese students. Additionally, the team made significant strides toward launching a virtual career fair specifically for international students, which is scheduled to launch next fall. Other important projects included benchmarking other universities' programs, creating a data visualization for international job offers and sources, bringing in an immigration lawyer to address political status, and partnering with the Office of International Affairs to provide satellite walk-in hours and presentations for all international students.



## STUDENT ENGAGEMENT AND THEIR CAREER MANAGEMENT EXPERIENCE INNOVATION TEAM

Through an initiative to better learn about business students' needs and experiences, this innovation team participated in focus group training and conducted four focus groups, composed of undergraduate and graduate business students. Team members asked the students about their engagement with all of the different services and offerings provided by the Office of Career Management and allowed students to voice their recommendations on how to improve or change the services for the better. The team also held several focus group "blitzes" during autumn final exams week to meet students where they often spend time – in Mason and Gerlach Halls – to ask them more questions about the environment of and communication from the office.

The team participated in a focus group follow-up training to learn how to gather themes and insight from the data collected during the focus groups and "blitzes." The team sorted this information and developed recommendations, then provided this information to the appropriate teams within the office. Currently, teams are working to improve offerings and services through the feedback provided from this exercise.



*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.*



## **CORPORATE AND ALUMNI RELATIONSHIP INNOVATION TEAM**

The Corporate and Alumni Relationship Innovation Team (CARIT) launched a variety of key initiatives over the past academic year. In an effort to identify opportunities to recognize, appreciate and celebrate our relationship with valued Fisher employers and alumni, the team led the inaugural Employer Appreciation Luncheon. The afternoon was highlighted by a panel of Dean's Leadership Academy students and included tours of the iconic Ohio Stadium. The team also continued efforts toward developing a Fisher Recruiting Value Proposition designed to educate employers and alumni, which supports our mission of being a favorite place to recruit. In addition, the team remains focused on embracing a customer service approach to ensure the expectations of employers are understood and managed appropriately. The team is currently working to strengthen the partnership with the newly formed Ohio State Corporate Engagement office (CEO). This team is tasked to work with a defined set of companies to support sponsored research interests, recruiting students, technology commercialization and transfer, corporate training and continuing education.



## **FUTURE OF BUSINESS EDUCATION AND CAREER MANAGEMENT INNOVATION TEAM**

The Future of Business Education and Career Management Innovation Team conducted article reviews and led group discussions on topics related to the future of recruiting, the future of career services, skill development, and the multi-generational workforce. The innovation team also hosted several guest speakers to offer professional development opportunities for the Career Management staff including:

**Adam Van Treese**, Talent Acquisition Manager at PwC – Innovative Strategies for Second-Round Interviews

**Dr. Elliot Bendoly**, Associate Dean, The Ohio State University Fisher College of Business – Overview of Data Analytics

**Dr. Molly Cooper**, Senior Lecturer, The Ohio State University College of Arts and Sciences – The Economic Consequences of the 2016 Election

# Recruiting OUTCOMES

## TOP HIRING COMPANIES FOR UNDERGRADUATES:

(Includes internship & post-graduation positions)



## OTHER TOP COMPANIES HIRING UNDERGRADUATES:

### 15+ HIRES

Amazon  
Deloitte  
DHL Supply Chain  
General Electric  
KeyBank  
L Brands  
PepsiCo  
PNC Financial Services  
State of Ohio  
The Ohio State University

### 10-14 HIRES

Accenture  
Crowe Horwath  
Ford Motor Company  
Honda  
J.M. Smucker Company  
Kohl's  
Marathon Petroleum Company  
Nationwide Insurance

### 6-9 HIRES

American Greetings Corporation  
Battelle  
Cisco Systems  
Defense Finance & Accounting Service  
General Motors Company  
Goodyear Tire & Rubber  
Grant Thornton  
IBM Corp.  
JB Hunt Transport

Liberty Mutual  
Macy's  
Mettler Toledo  
Nestle  
Northwestern Mutual  
Owens Corning  
Plante Moran  
PolyOne Corporation  
RSM US

Sherwin-Williams  
Target  
The Boeing Company  
The Scotts Miracle-Gro Company  
Unilever  
Wells Fargo Financial Corp.

### 4-5 HIRES

Aon  
Aon Hewitt  
C.H. Robinson Worldwide, Inc.  
Cohen & Company  
Coyote Logistics  
Duff & Phelps  
Fiat Chrysler Automobiles (FCA)

Fifth Third Bank  
Homeside Financial  
Huntington National Bank  
Julian & Grube  
Marcus & Millichap  
NiSource Inc.  
Procter & Gamble

Quicken Loans  
Speedway  
Toyota  
Worthington Industries  
Yelp

# COMPANIES MAKING OFFERS TO GRADUATE STUDENTS

## MBA STUDENTS

84.51  
AbbVie  
Abbott Laboratories  
Abbott Nutrition  
Acoust-A-Fiber  
Advanced Drainage Systems  
Alliance Data Systems Corp.  
Amazon  
American Airlines  
American Electric Power  
Anheuser-Busch  
Apple Inc  
AT&T  
athenahealth  
BASF  
Bayer CropScience  
BB&T  
Big Lots  
California Office of the Attorney General  
Capco  
CBC Innovis  
Chemical Abstracts Service (CAS)  
City of Westerville  
Coca-Cola  
Cohen and Company  
Continental AG  
Dell Inc.  
Deloitte Consulting  
Depuy Synthes a Johnson & Johnson Company  
DHL Supply Chain  
Eleven Warriors  
Emerson  
ExxonMobil  
EY  
Faurecia  
FBI (Federal Bureau of Investigation)  
FedEx  
Ford Motor Company  
Fortress Investment Group  
Franklin Equipment  
GAP Inc.  
General Authority of Civil Aviation  
Golden Bell Studios  
Goodyear Tire & Rubber  
Grange Insurance  
Greif, Inc.  
Harry Fox Agency  
HealthTrio  
Honda  
Honeywell  
Huntington National Bank  
Indiana University Health  
Jade Track  
Jeni's Splendid Ice Creams  
John Deere  
Johnson & Johnson  
Johnson Controls International  
Jones Day  
JPMorgan Chase & Co.  
Kalypso  
Kellogg Co.  
Kentucky Community & Technical College System  
KeyBank  
Kimberly-Clark  
KPMG  
L Brands  
Lancaster Pollard  
Lawrence, Evans & Co.  
LBX Co.  
LinkedIn  
Lockheed Martin  
Lubrizol  
McKinsey & Company  
Merck & Co.  
Merck Animal Health  
Micron Technology  
Microsoft Corp.  
Milliman  
Nationwide  
Nationwide Center for Advanced Customer Insights  
NCT Ventures  
Nestlé  
NetJets  
Niagara Bottling Company  
NiSource Inc.  
NYC - Department of Education  
Ohio Department of Commerce  
Ohio Housing Finance Agency  
One Acre Fund  
Oswald Companies  
PolyOne Corporation  
PPG Industries  
PRO Unlimited  
Procter & Gamble  
QEP Resources  
Qualcomm Inc.  
Quest International Users Group  
Quicken Loans  
Raytheon  
Red Capital  
Reheva  
Renovo Pharmaceuticals, Inc.  
Root Insurance  
SafeWhite  
Samsung Electronics  
Saudi Export Development Authority  
Sony Corporation  
Spire Development  
State Teachers Retirement System of Ohio  
T. Marzetti Company  
Tech4Imagining  
Technology Entrepreneurship and Commercialization Institute at Ohio State  
Tennova Healthcare  
Tesla  
Texas Instruments  
The Ohio State University  
The Scotts Miracle-Gro Company  
The Wendy's Company  
TicketFire  
TIER REIT  
Tosoh SMD  
U.S. Department of Defense  
Uber  
Visagio  
Walmart  
Washington Prime Group  
Western Reserve Partners  
White Oak Partners  
Zimmer Biomet

## MAcc STUDENTS

Associa  
BDO USA  
California Actuarial Consulting  
China Everbright Bank  
Cohen & Company  
Crowe Horwath  
Dale Saylor & Associates  
Deloitte  
Exal  
EY  
Foxconn  
Grant Thornton  
Henan Lingrui Pharmaceutical  
JPMorgan Chase  
Julian & Grube  
KPMG  
Malone Bailey  
MCM CPA's & Advisors  
Nelson Chen  
PricewaterhouseCoopers (PwC)  
RoundHill Furniture  
RubinBrown  
Schneider Downs  
The Wendy's Company  
Urban Real Estate Investment, Inc.  
W.W. Williams

## MHRM STUDENTS

Abrasive Technology  
Alliance Data Systems Corp.  
Anheuser-Busch  
Cardinal Health  
Central Ohio Transit Authority  
Cleveland Clinic  
Columbus Children's Choir  
Consolidated Container Company  
Cornerstone Global Partners  
Cummins Inc.  
Eastman Chemical Company  
Eaton Corp.  
ExxonMobil  
FCA (Fiat Chrysler Automobiles)  
Ford Motor Company  
Goodyear Tire & Rubber  
Health Carousel  
Heuristic  
Hilton Columbus at Easton  
Honda  
Honeywell Technology Solutions  
Hull & Associates  
Huntington National Bank  
Kettering Health Network  
KeyBank  
Kraft Heinz Company  
L Brands  
Marathon Petroleum Corporation  
Midwest Express, Inc.  
Nationwide Insurance Company  
Nexteer Automotive  
Office of the Chief Information Officer  
Owens Corning  
PepsiCo Inc.  
Raytheon  
Results for Development Institute  
Riverbed Technology  
Shell Oil Company  
Target Corp.  
Texas Instruments  
The Boeing Company

The Durable Slate Company  
The Ohio State University  
The Scotts Miracle-Gro Company  
The Wendy's Company  
Tridia Hospice  
United Nations  
Victoria's Secret  
Visa

## MBLE STUDENTS

Amazon  
AMD  
Anheuser-Busch  
Apple  
Benchmark Education Company  
Chengdu Public Resources Trading & Service Center  
Cummins Inc.  
DHL Supply Chain  
Disney  
DSC Logistics  
Evergreen Enterprises  
Faurecia  
FAW-Volkswagen  
Finance One  
Gap, Inc.  
GN Store Nord A/S (GN ReSound)  
Henry Schein Animal Health  
International Flavors & Fragrances  
Ma labs  
Midwest Air Technology  
Niagara Bottling Company  
PharmaForce, Inc.  
Philips  
RedStone Haute Couture  
Sparx Logistics  
Tesla Motors  
The Ohio State University Wexner Medical Center  
U.S. Express  
Vertrax  
Wayfair  
Williams-Sonoma, Inc.

## SMF STUDENTS

Abbott Laboratories  
Accenture  
AEP  
American Express  
Bank of China  
Brother Enterprises  
Brown Gibbons Lang & Company  
Cardinal Health  
China Orient Asset Management  
Colliers International  
DongXing Securities  
Duff & Phelps  
EY  
First Command Financial Services  
Meeder Investment Management  
Mettler Toledo  
Nationwide Insurance Company  
OPERS  
Quanta Computer  
Timeshare Escrow and Title  
Underwriters Laboratories  
US Bank  
Vantiv  
Xiamen Rural Commerical Bank  
Zhongtai Securities

# Undergraduate 2016-17

# STUDENT OUTCOMES



## FULL-TIME SALARY

	MEAN	MEDIAN
<b>BASE SALARY</b>	\$53,841	\$52,500
<b>SIGNING BONUS</b>	\$5,252	\$5,000

## CLASS OF 2017

U.S. CITIZENS/PERMANENT RESIDENTS

Seeking Employment	
87% (857)	<b>Employed</b>
13% (127)	<b>Still seeking employment</b>
Other Outcomes	
46% (36)	<b>Accepted to Grad School</b>
37% (29)	<b>Applying to Grad School</b>
8% (6)	<b>Military and other Service Work</b>
9% (7)	<b>Not Seeking Employment For Other Reasons</b>

EMPLOYMENT BY MAJOR	FULL-TIME		INTERNSHIP	
	AVERAGE ANNUAL SALARY	% OF STUDENTS	AVERAGE HOURLY SALARY	% OF STUDENTS
<b>Accounting</b>	\$52,922	18%	\$20	20%
<b>Economics</b>	\$46,864	1%	\$18	1%
<b>Finance</b>	\$57,670	30%	\$18	30%
<b>Human Resources</b>	\$51,811	2%	\$18	3%
<b>Information Systems</b>	\$61,505	4%	\$19	4%
<b>Insurance</b>	\$60,000	<1%	\$14	1%
<b>International Business</b>	\$51,364	1%	\$19	1%
<b>Logistics Management</b>	\$52,295	10%	\$17	6%
<b>Marketing</b>	\$49,600	22%	\$16	22%
<b>Operations Management</b>	\$55,946	10%	\$16	9%
<b>Real Estate</b>	\$42,750	1%	\$19	1%
<b>Special Major</b>	\$59,600	<1%	No Salary Given	1%

## CLASS OF 2017

INTERNATIONAL/NON U.S.

Seeking Employment	
59% (38)	<b>Employed</b>
41% (26)	<b>Still seeking employment</b>
Other Outcomes	
41% (44)	<b>Accepted to Grad School</b>
54% (57)	<b>Applying to Grad School</b>
5% (5)	<b>Not Seeking Employment For Other Reasons</b>

## GEOGRAPHIC DISTRIBUTION OF UNDERGRADUATE STUDENTS

REGION	OHIO				MIDWEST	MID-ATLANTIC	SOUTH	SOUTHWEST	WEST	NORTHEAST	OUTSIDE U.S.
	COLUMBUS	CLEVELAND	CINCINNATI	OTHER CITIES							
<b>Full-Time</b>	34%	7%	4%	12%	72%	3%	5%	5%	4%	9%	2%
<b>Intern</b>	36%	6%	4%	19%	76%	2%	3%	1%	3%	8%	7%

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

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 68% for the Class of 2017. The compensation data presented are based upon a Response Rate of 92% and a Salary Disclosure Rate of 80% for the Class of 2017.



Graduate 2016-17

# STUDENT OUTCOMES

## FULL-TIME MBA ANNUAL SALARY

	AVERAGE	MEDIAN	RANGE
<b>STARTING SALARY</b>	\$95,604	\$96,000	\$44,693 - \$160,000
<b>SIGNING BONUS</b>	\$19,163	\$20,000	\$2,500 - \$57,500

## FULL-TIME MAcc (Master of Accounting) ANNUAL SALARY

	AVERAGE	MEDIAN	RANGE
<b>STARTING SALARY</b>	\$51,673	\$51,000	\$26,400 - \$65,000

## FULL-TIME MHRM (Master of Human Resource Management) ANNUAL SALARY

	AVERAGE	MEDIAN	RANGE
<b>STARTING SALARY</b>	\$70,549	\$73,000	\$47,484 - \$100,000

## FULL-TIME MBLE (Master of Business Logistics Engineering) ANNUAL SALARY

	AVERAGE	MEDIAN	RANGE
<b>STARTING SALARY</b>	\$64,234	\$65,000	\$45,000 - \$79,000

## FULL-TIME SMF (Specialized Master in Finance) ANNUAL SALARY

	AVERAGE	MEDIAN	RANGE
<b>STARTING SALARY</b>	\$65,090	\$64,000	\$40,000 - \$108,000

## Percentage With Offers 3 Months Post-Graduation

	U.S Citizens/ Permanent Residents	International Students	Combined
<b>MBA</b>	100%	81%	93%
<b>MAcc</b>	97%	51%	77%
<b>MHRM</b>	94%	29%	76%
<b>MBLE</b>	Not Applicable	67%	67%
<b>SMF</b>	89%	63%	76%

## INTERNSHIP SALARY

	MONTHLY AVERAGE
<b>MBA</b>	\$5,518
<b>MBLE</b>	\$3,048
<b>MHRM</b>	\$4,645

## MBA Employment by Industry

	AVERAGE ANNUAL SALARY	% OF STUDENTS
<b>Consulting Services</b>	\$97,857	8%
<b>Consumer Products</b>	\$103,818	15%
<b>Financial Services</b>	\$84,250	15%
<b>Government</b>	\$64,284	5%
<b>Healthcare</b>	\$93,048	7%
<b>Manufacturing</b>	\$93,630	14%
<b>Media/Entertainment</b>	\$65,000	3%
<b>Non-Profit</b>	\$57,500	1%
<b>Other</b>	\$101,429	11%
<b>Real Estate</b>	\$90,000	1%
<b>Retail</b>	\$79,167	4%
<b>Technology</b>	\$101,431	16%

## MBA Employment by Job Function

	AVERAGE ANNUAL SALARY	% OF STUDENTS
<b>Analytics</b>	\$85,000	3%
<b>Consulting</b>	\$102,222	12%
<b>Finance</b>	\$85,520	17%
<b>General Management</b>	\$104,998	7%
<b>Human Resources</b>	\$97,250	5%
<b>Marketing</b>	\$96,292	20%
<b>Operations/Logistics</b>	\$95,757	22%
<b>Real Estate</b>	\$73,080	2%
<b>Strategic/Business Planning</b>	\$99,000	3%
<b>Other</b>	\$86,656	9%

## GEOGRAPHIC DISTRIBUTION OF GRADUATE STUDENTS

REGION	OHIO				MIDWEST	MID-ATLANTIC	SOUTH	SOUTHWEST	WEST	NORTH-EAST	OUTSIDE U.S.
	COLUMBUS	CLEVELAND	CINCINNATI	OTHER CITIES							
<b>Full-Time</b>	33%	6%	2%	6%	62%	4%	7%	5%	10%	3%	9%
<b>Intern</b>	39%	3%	2%	7%	63%	3%	4%	10%	7%	10%	3%

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

# Employer SURVEY RESULTS

**84%**

of recruiters feel that Fisher undergraduate students were able to provide examples that demonstrate they have the skills needed for the position

**74%**

of recruiters agreed Fisher undergraduate students provided evidence of researching the company by connecting to company culture and values

**88%**

of recruiters agreed Fisher undergraduate students used clear examples to answer behavior based interview questions

**78%**

of recruiters agreed Fisher graduate students had conducted research and were familiar with their company

**100%**

of recruiters agreed Fisher graduate students communicated genuine interest and enthusiasm for their company and opportunities

**100%**

of recruiters agreed Fisher graduate students provided examples demonstrating they have the skills and experience necessary for the position

## CONTACT

### OFFICE OF CAREER MANAGEMENT

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Fax: (614) 292-1007  
[fisher.osu.edu/careers](http://fisher.osu.edu/careers)



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FISHER COLLEGE OF BUSINESS

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