FROM THE DIRECTOR

Welcome to the first edition of the Office of Career Services and Cooperative Education Annual Report. I am excited to share with the campus our accomplishments for the academic year 2018-2019.

Many of you know us as the “co-op office” or the office that is responsible for the two campus-wide career fairs. The Career Services and Cooperative Education staff is involved in a broad range of initiatives that foster relationships that help us remain at the forefront of our expertise. Here is just a sample of our involvement: chaperoning student groups to national conferences and Honors Program trips across the country, holding memberships for dean's and industrial advisory boards, and participating in local, national, and international organizations.

Did you know:
• My team teaches career prep courses, and they work with students in their second year to get them ready for co-op or internships.
• Last year in the Bausch and Lomb Center, 1,540 on-campus interviews were conducted by our employer partners.
• We had over 200 College of Science students participating in research.
• Career Services is responsible for collecting the graduation outcomes, boasting RIT’s 95% rate.

The next few pages will tell RIT’s career services story, and it will also show that even programs with no mandatory co-op requirement take part in what is known as the cornerstone of an RIT education. I hope you find our story inspiring, and we look forward to working with all our campus partners in the new academic year.

Thank you,

MARIA RICHART
Director,
Career Services and Cooperative Education
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## 8 Outcomes
RIT students graduate with more immediate employment and higher starting salaries than the national average for private schools.

## 12 Career Fairs
Our office holds one of the largest University-Wide Career Fairs in the nation as well as six specialized fairs throughout the year.

## 16 Office Services
Outside of career fairs, our office supports students and alumni with job search preparation and career development.
Behind the Numbers

Our office continues to be a leader in experiential learning. RIT graduates benefit from one of the highest rates of positive outcomes among private colleges in the United States. Our team establishes strong relationships with undergraduate and graduate students throughout their college careers. We collected data annually and this report features data from summer 2018 through spring 2019.

OFFICE
We have joined the Handshake community to track office analytics. We track the number of student appointments, student check-ins per event, the total number of on-campus interviews, and more.

CAREER FAIRS
All seven career fairs are organized and executed by a team of Career Services Coordinators. We obtain accurate student, employer, and alumni attendance through the Handshake and Check-In Easy platforms.

CO-OP
The majority of RIT students complete a required co-op component within their academic programs. Students report their co-op in our system and complete an evaluation at the end of their experience, so we can track companies, locations, salaries, learning outcomes, and more.

GRADUATE OUTCOMES
To collect post-graduation data, we host ice cream and popcorn socials within the colleges, and participate in graduation ceremonies. We also partner with academic departments to collect graduation plans.

Through Handshake’s First Destination survey, we learn what companies and graduate schools our Tigers plan to attend after graduation. Our coordinators continue their support of recent grads in their job search process. New alumni are encouraged to fill out the survey up to six months after graduation.
The Office of Career Services and Cooperative Education

We are driven by our mission: to provide effective, high-quality services to RIT students and alumni, empowering and supporting them in the achievement of their education, and career goals.

Did you know:

- RIT has one of the largest and most respected co-op programs in the world.
- In 1912, RIT’s co-op program kicked off with 32 students at a dozen local companies and just this year, more than 4,590 students completed over 6,260 work assignments with roughly 2,339 employers, non-profits, and government agencies.
- Each student at RIT has a career services coordinator assigned to them offering support and guidance.
Derek Gagnon is a Mechanical Engineering major who spent his co-op with GE Transportation in Erie, Pennsylvania. Derek gained experience in engine performance and emissions as well as additive manufacturing.
Cooperative education, or **co-op**, is a unique kind of experiential education. RIT students apply content and skills they learn in the classroom to a meaningful work experience related to their field of study.

Co-op employment is significant, full-time, paid work that prepares students to be skilled professionals while developing real-world competencies to complete a well-rounded education.

### Total Number of Students on Co-op

<table>
<thead>
<tr>
<th>College</th>
<th>Co-op Component</th>
<th>Required Majors</th>
<th>Students on Co-op</th>
<th>Average Co-op Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Golisano College of Computing and Information Sciences</td>
<td>🐾</td>
<td>All</td>
<td>1,570</td>
<td>$23.04</td>
</tr>
<tr>
<td>Kate Gleason College of Engineering</td>
<td>🐾</td>
<td>All</td>
<td>1,438</td>
<td>$20.12</td>
</tr>
<tr>
<td>College of Engineering Technology</td>
<td>🐾</td>
<td>All</td>
<td>847</td>
<td>$19.05</td>
</tr>
<tr>
<td>Saunders College of Business</td>
<td>🐾</td>
<td>All</td>
<td>286</td>
<td>$17.04</td>
</tr>
<tr>
<td>College of Art and Design</td>
<td>🐾</td>
<td>1 of 12</td>
<td>166</td>
<td>$20.18</td>
</tr>
<tr>
<td>College of Liberal Arts</td>
<td>🐾</td>
<td>7 of 13</td>
<td>76</td>
<td>$13.40</td>
</tr>
<tr>
<td>College of Science</td>
<td>🐾</td>
<td>1 of 11</td>
<td>73</td>
<td>$24.61</td>
</tr>
<tr>
<td>National Technical Institute for the Deaf</td>
<td>🐾</td>
<td>Optional</td>
<td>59</td>
<td>*N/A</td>
</tr>
<tr>
<td>School of Individualized Study</td>
<td>🐾</td>
<td>Optional</td>
<td>33</td>
<td>$16.76</td>
</tr>
<tr>
<td>College of Health Science and Technology</td>
<td>🐾</td>
<td>2 of 5</td>
<td>31</td>
<td>$12.00</td>
</tr>
<tr>
<td>Golisano Institute of Sustainability</td>
<td>🐾</td>
<td>Optional</td>
<td>16</td>
<td>$22.55</td>
</tr>
</tbody>
</table>

Data reflects information that was reported to our office by BS and dual degree students. All graduate-level programs have optional co-op. *Insufficient Data*
CO-OP AROUND THE US

94% of employers said they would hire their co-op for a full-time position.

“RIT students are professional, personable, and well prepared. It’s great to speak to them and learn about their experiences and interests. They are the caliber student we want.”

Kayla Wheaton
Campus Recruiter
Liberty Mutual Insurance

Selected Co-op Employer Partners

Amazon
American Greetings
Apple
Bank of America
BMW Manufacturing
Citigroup
Forbes Media
GE
Godiva Chocolatier
Google
IBM
Johnson & Johnson
Lockheed Martin
Microsoft
NASA
Regeneron Pharmaceuticals
Tesla
Strong National Museum of Play
Walt Disney Company
Wegmans Food Markets

This is a sampling of the 2,339 employer partners that hire RIT students for co-op opportunities.
CO-OP ABROAD

TOP WORK ABROAD DESTINATIONS

1 China
2 Canada
3 United Arab Emirates
4 United Kingdom
5 Italy

TIGERS AROUND THE WORLD

<table>
<thead>
<tr>
<th>Location</th>
<th>Percent of Co-ops</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asia</td>
<td>32 %</td>
</tr>
<tr>
<td>Europe</td>
<td>27 %</td>
</tr>
<tr>
<td>*Americas</td>
<td>21 %</td>
</tr>
<tr>
<td>Middle East</td>
<td>15 %</td>
</tr>
<tr>
<td>Oceania</td>
<td>5 %</td>
</tr>
</tbody>
</table>

70 Number of Tigers who co-oped abroad
21 Number of different countries worked in
81 Number of co-op assignments

Hannah Tennis
Biomedical Engineering Major

"I worked as an undergraduate researcher at the University College of Dublin in the medical device group. I would have been surprised if I got an opportunity like this in the states! When I graduate, I want to explore the possibilities of 3D printing medical devices and that’s exactly the kind of research I was working on."
Aditi Khazanchi graduated in May 2019 with a bachelor’s degree in New Media Design. After completing an optional co-op at Microsoft where she helped prototype virtual reality solutions, Aditi accepted a full-time position after graduation.

We know where our students go after graduation, because we help them get there.
### OUTCOMES

**94%**

**Overall Outcome Rate**

Outcome rate is defined as the percentage of graduates who have entered the workforce, enrolled for further full-time study, or are participating in military or volunteer service.

**90.8%**

**Overall Knowledge Rate**

Knowledge rate is defined as the percentage of graduates who have communicated their plans after graduation.

<table>
<thead>
<tr>
<th>College</th>
<th>Graduates</th>
<th>Median Full-time Salary</th>
<th>Outcome Rate</th>
<th>Graduates</th>
<th>Median Full-time Salary</th>
<th>Outcome Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>College of Art and Design</td>
<td>346</td>
<td>$48,950</td>
<td>89.1%</td>
<td>122</td>
<td>$60,000</td>
<td>96.5%</td>
</tr>
<tr>
<td>Saunders College of Business</td>
<td>211</td>
<td>$50,000</td>
<td>94.3%</td>
<td>165</td>
<td>$55,000</td>
<td>98.7%</td>
</tr>
<tr>
<td>Golisano College of Computing and Information Sciences</td>
<td>456</td>
<td>$70,000</td>
<td>94.0%</td>
<td>274</td>
<td>$90,000</td>
<td>92.7%</td>
</tr>
<tr>
<td>Kate Gleason College of Engineering</td>
<td>521</td>
<td>$65,000</td>
<td>97.2%</td>
<td>266</td>
<td>$75,000</td>
<td>97.9%</td>
</tr>
<tr>
<td>College of Engineering Technology</td>
<td>316</td>
<td>$59,500</td>
<td>98.4%</td>
<td>139</td>
<td>$68,000</td>
<td>97.6%</td>
</tr>
<tr>
<td>College of Health Science and Technology</td>
<td>153</td>
<td>$40,000</td>
<td>94.0%</td>
<td>45</td>
<td>$90,000</td>
<td>100%</td>
</tr>
<tr>
<td>College of Liberal Arts</td>
<td>141</td>
<td>$33,420</td>
<td>91.1%</td>
<td>32</td>
<td>$49,500</td>
<td>96.7%</td>
</tr>
<tr>
<td>College of Science</td>
<td>201</td>
<td>$45,760</td>
<td>90.4%</td>
<td>77</td>
<td>$66,500</td>
<td>95.5%</td>
</tr>
<tr>
<td>Golisano Institute of Sustainability</td>
<td>*N/A</td>
<td>*N/A</td>
<td>*N/A</td>
<td>19</td>
<td>$48,000</td>
<td>100%</td>
</tr>
<tr>
<td>School of Individualized Study</td>
<td>90</td>
<td>$54,050</td>
<td>84.6%</td>
<td>20</td>
<td>$67,455</td>
<td>93.3%</td>
</tr>
</tbody>
</table>

*Golisano Institute of Sustainability does not have an undergraduate program.
## Selected Full-Time Employer Partners

<table>
<thead>
<tr>
<th>ACM Medical Laboratory</th>
<th>EagleDream Technologies</th>
<th>L3 Harris</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ahold Delhaize</td>
<td>Excellus BCBS</td>
<td>Lockheed Martin</td>
</tr>
<tr>
<td>Alstom</td>
<td>EY</td>
<td>Microsoft</td>
</tr>
<tr>
<td>Amazon</td>
<td>Flatiron Construction Corp</td>
<td>Paychex</td>
</tr>
<tr>
<td>Apple</td>
<td>Google</td>
<td>Tesla</td>
</tr>
<tr>
<td>Cisco Meraki</td>
<td>Honda</td>
<td>Wayfair</td>
</tr>
<tr>
<td>Constellation Brands</td>
<td>Intel</td>
<td>Wegmans Food Markets</td>
</tr>
<tr>
<td>Cummins</td>
<td>Intuit</td>
<td></td>
</tr>
</tbody>
</table>

## Selected Postgraduate Universities

<table>
<thead>
<tr>
<th>Boston University</th>
<th>Johns Hopkins University</th>
<th>Syracuse University</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brandeis University</td>
<td>Nazareth College</td>
<td>Texas A &amp; M University</td>
</tr>
<tr>
<td>Carnegie Mellon University</td>
<td>New York University</td>
<td>University of Buffalo</td>
</tr>
<tr>
<td>Cleveland Clinic</td>
<td>Northwestern University</td>
<td>University of California Berkley</td>
</tr>
<tr>
<td>Cornell University</td>
<td>Penn State University</td>
<td>University of Central Florida</td>
</tr>
<tr>
<td>Duke University</td>
<td>Pratt Institute</td>
<td>University of Colorado Boulder</td>
</tr>
<tr>
<td>Emory University</td>
<td>Purdue University</td>
<td>University of Pittsburgh</td>
</tr>
<tr>
<td>Harvard University</td>
<td>Rochester Institute of Technology</td>
<td>University of Rochester</td>
</tr>
</tbody>
</table>
Clear Career Focus through RIT

Alexandria Shumway
Bioinformatics MS Student

Alexandria is a fifth-year student pursuing a bioinformatics and computational biology (BS) and bioinformatics (MS) degree through RIT’s College of Science. Earning a spot on the DAAD Rise Program, Alexandria spent her summer at Kiel University in Germany studying risk genes for intestinal inflammation within colitis and Crohn’s disease. As a result of her hands-on experience, Alexandria plans to complete her Ph.D. in the future.
University-Wide Career Fair
Our office provides the University-Wide Career Fair every fall and spring to RIT students and alumni. This popular fair includes 260 companies that range from small tech firms to Fortune 500 companies. Over 3,500 students attend each semester to network for co-op and full-time opportunities.

The University-Wide Career Fair is followed by an optional Interview Day to facilitate students and alumni interviews with companies they connected with at the career fair. There are over 1,200 interviews conducted on Interview Day.

We provide RIT students the opportunity to network with employers the night before the University-Wide Career Fair. These multiple events highlight specific programs, student affinity groups, and allow employers the chance to see the amazing things RIT students are doing on campus.

<table>
<thead>
<tr>
<th>Fall 2018</th>
<th>Spring 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>5,317 students</td>
<td>3,607 students</td>
</tr>
<tr>
<td>265 companies</td>
<td>262 companies</td>
</tr>
<tr>
<td>953 representatives</td>
<td>876 representatives</td>
</tr>
<tr>
<td>1,926 interviews</td>
<td>1,201 interviews</td>
</tr>
<tr>
<td>1,316 students</td>
<td>843 students</td>
</tr>
</tbody>
</table>
**Accounting Career Fair**
We partner with the Saunders College of Business to connect accounting majors with employer partners in finance and banking.

- **Number of students**: 70
- **Number of companies**: 17
- **Number of representatives**: 51

**Civil Engineering Career Fair**
Hosted in fall and spring semesters, students interested in the construction and civil engineering field can meet with industry experts for co-op and full-time opportunities.

- **Number of students**: 169
- **Number of companies**: 60
- **Number of representatives**: 119

**Creative Industry Day**
Students from College of Art and Design and Golisano College of Computing and Information Sciences connect with creative professionals for portfolio reviews, networking, and job opportunities.

- **Number of students**: 801
- **Number of companies**: 66
- **Number of representatives**: 168
National Labs Career Fair
Students from the College of Science connect with national laboratories across the country for co-op, fellowship, and full-time opportunities.

152 12 21
Number of students Number of labs Number of representatives

Packaging Science Career Fair
This annual fair connects students from the Packaging Science program with industry professionals for co-op and full-time opportunities.

98 25 77
Number of students Number of companies Number of representatives

Study/Work Abroad Fair
We partner with the Study Abroad Office to connect students with companies, colleges, and programs for study and work abroad opportunities.

279 22
Number of students Number of organizations
Student Services

Our Career Services Coordinators go beyond helping students find a co-op. Coordinators provide ongoing support to students through coordinating workshops, information sessions, and career preparation courses, as well as individual advisement.

Career Prep Courses
Coordinators provide an in-depth professional development course that is embedded in a student’s academic plan. Students from each college have the advantage of taking this course before their first co-op or internship experience.

Workshops
We strategically coordinate workshops that help drive a student to stand out among their competition. Students leave more confident in resume and cover letter writing, interview prep, career fair prep, and salary negotiation.

Speakers and Panels
Industry experts and employee partners come to campus each semester to host workshops or speak on panels to help RIT students in their job search and career preparation.

Mock Interview Day
Our office hosts a Mock Interview Day before each University-Wide Career Fair to help students master the art of interviewing with our employers partners.

Employer Information Sessions
Employers and students have the opportunity to network on campus to discuss potential co-op and full-time positions. We help coordinate the employer’s visit for the most significant exposure to our Tigers.

<table>
<thead>
<tr>
<th>Service</th>
<th>Number of Events</th>
</tr>
</thead>
<tbody>
<tr>
<td>Co-op Prep Courses</td>
<td>30</td>
</tr>
<tr>
<td>Workshops</td>
<td>113</td>
</tr>
<tr>
<td>Mock Interview Day</td>
<td>2</td>
</tr>
<tr>
<td>Employer Information Sessions</td>
<td>119</td>
</tr>
</tbody>
</table>
Career counselors support RIT students’ academic and professional success by assisting in the clarification of interests, abilities, skills, personality traits, and values. Conversations with career counselors allow students to generate ideas for academic majors and career paths, review relevant occupational information, and work together to decide on a career goal.

Career counselors frequently assist students who are thinking of changing their major, have encountered academic difficulty, and are seeking information about the world of work.

The Neurodiverse Hiring Initiative (NHI) at RIT is a collaboration between the Office of Career Services and Cooperative Education and the Spectrum Support Program seeking to bridge the employment gap for students on the autism spectrum.

Ten students were selected to participate in the Career Ready Bootcamp based on their motivation to practice and develop social skills. Career Ready Bootcamp is a three-week summer residency program for students to receive instruction on job-readiness skills while working in teams to build 3D printers.

Twelve neurodiverse students chose to participate in our weekly Career Success Lab, which provides a supportive space for students to work on co-op and job applications. At the conclusion of the lab, 85% of participants had secured employment offers, versus 20% of 12 neurodiverse students who chose not to participate in the lab.

Through external funding awarded to NHI, 9 cooperative education opportunities were created for neurodiverse students through employer partnerships.
Career Services for RIT Alumni

**Personalized Career Advisement**
Our Career Service Coordinators continue their white-glove treatment to RIT alumni in their job searches. No matter the alumni's stage in life, coordinators are available for appointments in person or by phone.

Total number of alumni appointments: 306

**Webinar Series**
Alumni can access on-demand webinars through our website. Featuring the nation's top career authors and experts that share tips, tools, and best practices, alumni can gain insight to manage their career and job searches.

Total number of active users: 772

**Alumni Career Transition Program**
For any alumni that feel stuck in their career, this program is virtual and self-paced. With a combination of webinars and online resources, alumni can cover a variety of topics related to job search and career management.

Total number of active participants to date: 300

**Handshake**
Whether RIT alumni are entry-level or seasoned in their field, Handshake can provide numerous job opportunities. Other resources include an employer database by industry, Vault career guides, and access to portfolio services.

Total number of activated alumni to date: 6,177

**Career Fairs**
Each career fair is open to RIT alumni, at no charge. Many alumni attend the University-Wide Career Fairs in the fall and spring semesters.

Total number of alumni who attended career fairs: 201
The Career Services Employer Advisory Board is comprised of leaders in industry who share their experience and expertise to help us build one of the best career-focused programs in the United States.

**Employer Advisory Board Members**

- Anaren
- Axis New York
- Bank of America
- Bausch+Lomb
- Bio-Optronics
- Bose Corporation
- Bosch
- Cisco
- Datto
- Eastman Kodak
- Eaton
- Factset Research Systems
- FedEx Ground
- Fidelity Investments
- FireEye
- FluxData
- GE Corporate
- IBM
- Innovative Solutions
- L3 Harris
- Liberty Mutual Insurance
- Moog
- NOHMs Technologies
- Northrop Grumman
- Ortho Clinical Diagnostics
- Parsons
- Paychex
- Publicis Sapient
- REDCOM Laboratories
- Rochester Software Associates
- SRC
- Trimble Water
- Texas Instruments
- The MITRE Corporation
- The Raymond Corporation
- Toyota North America
- Wegmans Food Markets
- Xerox

**Total number of**

- **company visits to campus**: 857
- **companies that interviewed on-campus**: 325
- **interviews conducted on-campus**: 5,390
- **employer events**: 188
- **Employer Advisory Board Members**: 38

**Michael D Gibbs ‘17**

*Experienced Associate, PwC*

Michael earned his full-time job after a summer co-op with PwC. He has been recruiting RIT students for the past two years for their experience with specific systems through the Accounting and MIS programs.

**Terrelle Carswell ‘99**

*Sr. Information Security Officer, Bank of America*

Terrelle, an RIT alumnus, gives back to the university in many capacities, including representing Bank of America on the Career Services Employer Advisory Board.
Give a Gift Today

Your gift will support our talented students to have the opportunity to develop their work experience and cultural horizons.

Why is Funding Important?

RIT students will have financial support to:

- Receive reasonable salaries during unpaid internships
- Relocate and find housing in new, unfamiliar cities
- Work abroad in countries all over the world

Go to rit.edu/careerservicesfund to make a gift today!