

# Colby

*Career Center*



*2009 – 2010 Annual Report*

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## **Career Center Mission Statement**

To assist students and alumni in career exploration, to acquaint them with job search skills and the resources necessary to reach their career goals, and to help them locate specific employment and graduate school opportunities.

## **Career Center Staff**

At Colby the emphasis is on individual student attention. The Career Center has an enthusiastic staff serving six concentrations, including career counseling, graduate school advising, internship and employment coordination, self-assessments, fellowship programming, and Colby Connect facilitation.

*Roger Woolsey, M.A. (Emerson College)  
Director*

*Cate Talbot Ashton, B.A. (Colby College '80), M.A. (Bowling Green State University), M.L.I.S.  
(University of South Carolina)  
Associate Director*

*Todd Herrmann, B.A. (Bowdoin College)  
Assistant Director/Employer Relations*

*Erica Humphrey B.A. (University of Maine), Ed.M. (Harvard University), M.B.A. (Boston College)  
Assistant Director/Internship Coordinator*

*Tammi-Lynn Hamm, A.A.S.  
Administrative Secretary*

## **Student Workers**

*Elizabeth Powell`10  
Ferris Draouil`10  
Hannah Kim`10  
Amanda Palfy`11  
Mavrick Afonso`11  
Kukua Banson`11  
Tracey Tomlinson`12  
Desiree Shayer`12*

## **Peer Advisors**

*Ferris Draouil`10  
Mavrick Afonso`11  
Kukua Banson`11  
Tracey Tomlinson`12  
Desiree Shayer`12*

### **2010 Executive Summary**

The success of “students’ future endeavors” depends on the preparation to meet the expectations of employment recruiters, graduate school advisors and fellowship coordinators. In 2010 the Career Center succeeded in preparing students for their future by counseling over 2,500 students and conducting over 171 workshops. The Colby Career Center accepted the challenge of the worst economic recession in over 25 years. According to the National Association of Colleges and Employers (NACE), the national average for unemployment for the class 2010 was prognosticated at 24%. The Career Center responded to the recession with 54% of Colby graduates employed at graduation, with another 18% attending graduate studies. The Career Center was committed to assisting our seniors with programming that best prepared them for the near future.

We have created a comprehensive four-year curriculum that prepares students for success in their postgraduate endeavors. The Colby Connect program utilizes an integrated series of conventional and innovative career development techniques to help students learn and practice essential life skills while gaining personal insight into who they are and what they want to do both at Colby and in the future. The Colby Connect curriculum establishes the Career Center’s status as truly unique – a career center that shapes, informs, and enhances student learning and prepares Colby students for success in the 21<sup>st</sup> Century.

### **Career Center 2009 – 2010 Year Highlights**

- **Career Counseling:** The Career Center staff counseled and advised 951 students and alumni for a total of 2,563 consultations.
- **Employment:** Data collected throughout the year and in the Class of 2010 Graduation Survey indicated that 54% of seniors had accepted offers of employment.
- **Graduate School:** According to the Class of 2010 Graduation Survey data, 18% of 2010 graduates are attending graduate studies.
  - 87.5% of all Colby medical school applicants gained admission to allopathic and osteopathic medical schools according to data for the most recent application cycle (includes alumni applicants).
  - 88.7% of Colby applicants to law school in the most recent release of data were offered admission to law school (includes alumni applicants).
- **Internships:** The Career Center witnessed an 8.7% increase in internship placements, contributing to 139 Jan Plan assignments, including an increase in completed internships in 19 different countries.
- **Colby Connect Membership:** The Career Center added 270 new first-year members to Colby Connect, contributing to 581 participants.

- **Colby Connect Workshops:** Colby Connect completed a total of 120 workshops for 2009-2010 with high student satisfaction.
  - **Second Year Colby Connect Workshops:** The Career Center completed 36 workshops for both sophomores and junior participants.
  - **General Programming Workshops:** The Career Center staff presented 51 additional general-programming workshops for Colby students.
- **Colby Alumni and Parents Affinity Groups:** Currently, the Career Center has 11 active affinity groups, with more than 800 members.
- **Colby Affinity Group Mixers:** The Career Center in collaboration with Alumni Relations sponsored five affinity group mixers, including Commercial Real Estate, Finance, Legal Services, Communications and Government.
- **The Alumni Council Mentorship Program:** During 2010, we had 34 students and 15 alumni mentors participate in the program.
- **The Trustee Emeriti Membership Program:** The Career Center partnered with the Trustees Emeriti Council, to launch two mentorship events over Spring break, 2010 with 47 student registrants.
- **Voice and Articulation Tutorials:** During the spring semester 2010 twenty-five students participated for a combined total of 55 tutorials.

## Inspired Results

*The Career Center cultivates relationships with employers worldwide and partners with peer institutions to meet students' and employers' recruiting expectations. By partnering with Colby alumni and parents, the Career Center aggregates employment opportunities for our students.*

### **Employer Relations**

The Career Center is seeing the fruits of its efforts to prepare students for a selective and highly competitive job market. Based on data collected throughout the year and in the Class of 2010 Graduation Survey, 54% of seniors had accepted offers of employment. Currently, the Career Center offers three recruiting opportunities to both students and employers, including on-campus recruiting, consortia events and video conferencing.

### **2009-2010 Full-time Employers List**

Accounting Firm NS	Fund for the Public Interest	NASA
American School-London (2)	Gold's Gym	National Inst. Of Health (3)
AmeriCorpsVISTA (3)	Greenwich Academy	Natural Resources Council of Maine
Analysis Group (2)	Greenwich Country Day School	New England Center for Children (3)
Arapahoe Basin Ski	GVI – Global Vision Int'l	Northern Forest Canoe Trail
Aspen Square Hotel	Harvard Neuroscience Lab	Northwestern Mutual (2)
Barclays Capital (3)	Heidrick & Struggles	Oppenheimer
Beth Israel Deaconess Medical Center	High Trails School	Peace Corp
Blue Reserve, LLC (3)	HMI Summer Apprentice Program	Peak Performance
BNY Mellon	IBM (6)	Pepsi Co.
Brookwood School	Institute of World Politics	Phillips Andover Academy
BU Medical – Pulmonary Center	Island Institute	Portsmouth Herald
Cambridge Associates (2)	J P Morgan	Princeton Consultants
Centinel Financial Group	John Hancock Boston Partners (2)	Public Health Institute, D.C.
Children's Hospital	KI Energy - Senegal	Robinson Lerer & Montgomery (2)
Citi-London	Kingstown Capital	Sanctuary for Families
City Year, NYC	LabCorps – N. Carolina	Smithsonian Institution
Colby Writer's Center	Landmark School	Summit Achievement
Columbia Univ. Medical School	Language Corps	TAPIF- France
CRA International	Law Foundation of Silicon Valley	Teach for America (12)
Crestom Group	Lawrence Academy	Thacher School
Dana Farber Cancer Institute (4)	Lazard Middle Markets, MN	The Advisory Board Company (2)
Dartmouth Fertility Clinic	Maine Central Institute	The Governors School
Dept. of Homeland Security	Manet Community Health Center	Travel Agency
Earnst & Young	Mass General Cancer Research	Travelers, The
Echo Global Logistics	Mass General Hospital	Uncommon Schools
Evergreen Dental	Match Corps (2)	University of Colorado Med Research
Eze Castle Software (2)	MBS/Vox	US Army
Fessenden School	McLean Hospital	US Attorney's Office – District of Maine
Fidelity Capital Market	Microsoft	
Framingham Heart Study – BU	Morningstar (2)	
FTI Consulting	MRM Consulting	
Fulbright Scholarship (3)	MTV Network	
	Mystic Valley Charter School	

### **New Relationships**

The new academic year showed marked gains in the number of interviews held on campus or through on-campus recruiting sessions. New relationships were developed with Morningstar, Inc, HSBC, Royal Bank of Scotland, FlightView, Inc and Fidelity Consulting Group. The Career Center also reinvigorated relationships with John Hancock, Boston Partners, The Jackson Lab and Readak Education Services. Major recruiting partners were rewarded as never before; Barclays Capital captured two full-time employees from their internship program and added another employee through traditional recruiting to their Hong Kong office. Barclays also hired

four new summer interns, a doubling of their previous year's internships. IBM Consulting Group made offers to nine Colby candidates with six accepting. Perhaps the greatest success for the Career Center and Colby's students was with Teach for America where twelve Colby grads will be working as Corps members throughout the country (seventeen offers were made to Colby students). Multiple Colby grads will also be working for National Institute of Health, Eze Castle Software, Robinson, Lerer & Montgomery, Dana Farber Cancer Institute, Morningstar, PeaceCorps, Cambridge Assocs, Analysis Group and Mass General Hospital among others. See "2010 Full-time Jobs" for complete reporting.

One of the major changes in the On-campus Recruiting model that the Career Center observed this year was the number of firms wishing to interview students via electronic media (telephone or Skype) before inviting them for on-location interviews. The Career Center sees this as a welcome alternative to the possibility of eliminating Colby from recruiting processes due to the increased expense of sending recruiters to Waterville. Our CBB cooperative opportunities reduced dramatically, with far fewer CBB events coming through Bowdoin than the previous year.

### **Information Sessions**

The greatest progress seen in regard to information sessions was in attendance. The Career Center conducted senior meetings during the first week of class which were well attended, approximately 310 seniors. These meetings helped create a sense of urgency for students wishing to use the services of the Career Center, which led to better responses to invitations to attend info sessions. As a result, overall attendance at information sessions was at **1150** formally counted attendees. Recruiters commented that Colby was consistently attracting good attention to their info sessions and that they were impressed by the etiquette and questions with which they were presented. Total number of individual information sessions was 68, spread amongst employers, government agencies, graduate schools, and student programming.

Apogee Adventures	Landmark School
Barr & Barr, Inc	The New England Center For Children
The Brattle Group	Overland
Cambridge Associates, LLC	Peace Corps
Carney, Sandoe and Associates	Procter & Gamble Company
Centinel Financial Group, LLC	Readak Educational Services, Inc
Chatham Partners	Rensselaer Lally School of Management & Technology
Columbia Publishing Course	Seacoast Chinese Center
Environment America	Tabor Academy Summer Program
Environment Maine	Teach for America
Friends Camp	The Student Conservation Association
Friends of Littlefield Home	Triumvirate Environmental, Inc
High Mountain Institute	University of Edinburgh
John Hancock Boston Partners	University of New England
L.L. Bean, Inc	

## Inspired Study

*The Colby Career Center assists students who are considering graduate school.*

### **Graduate and Professional Graduate School**

Approximately three quarters of Colby students will go on to earn a graduate degree. The Career Center is available for advice on the process of applying to graduate or professional schools. Students may pick up registration booklets for various tests (GRE, Praxis, LSAT, MCAT, etc.) or check the Career Center's graduate school page for Web links. Information is also provided about test-prep classes. Students are encouraged to make an appointment with a Career Center staff member as early as possible to talk about graduate school plans. Colby students interested in particular graduate programs work with preparation committees that include faculty, administrators, and alumni. Strong advising programs exist to help students interested in health professions and law school.

### **Pre – Med/Health Professions Advising**

**Medical School Application and Acceptance Statistics (MD and DO combined)** (updated Spring 2010)

Entering Year	Total # Applicants*	# and % applicants who were alumni**	Average MCAT	Average GPA	# Accepted to 1 or more schools	% of applicants accepted to medical school
2009***	44	39/88.6%	30.5	3.36	29	65.9%
2008	29	21/72.4%	31.0	3.42	17	58.6%
2007	41	35/85.4%	30.1	3.37	25	60.9%
2006	46	38/82.6%	29.7	3.38	25	54.3%
2005	38	29/76.3%	30.4	3.56	28	73.7%

% of applicants accepted to medical school: 5 Year Average 62.68%

\* Includes only alumni who authorized release of their individual data (scores/gpa, where they applied, where they were accepted and/or matriculated) to Colby.

\*\* "Alumni" applicants include all those who took one or more years to engage in other activities between graduating from Colby and starting their medical studies.

\*\*\* Last year for which data has been released. Data for students entering in 2010 will be available spring 2011.

### **Medical schools where Colby applicants have matriculated over the past 5 years\*:**

Albany Medical School	St. Louis University School of Medicine
Boston University School of Medicine (3)	SUNY Downstate Medical Center (Brooklyn)
Brown University, Warren Alpert Medical School (3)	Temple University School of Medicine (4)
Case Western Reserve University School of Medicine	Tufts University School of Medicine (11)
Columbia Univ. College of Physicians and Surgeons (2)	Tulane University School of Medicine (2)
Dartmouth Medical School (7)	UMDNJ-Robert Wood Johnson (3)
Drexel University College of Medicine (3)	Uniformed Services University of the Health Sciences
The George Washington University (3)	University of Buffalo
Harvard Medical School	University of Colorado Denver School of Medicine
	University of Connecticut School of Medicine (3)



Howard University College of Medicine  
 Jefferson Medical College of Thomas Jefferson Univ.(4)  
 Johns Hopkins University School of Medicine  
 Keck School of Medicine of the Univ. of S. CA  
 Lake Erie College of Osteopathic Medicine  
 Loyola University Chicago Stritch School of Medicine (3)  
 Medical College of Georgia School of Medicine (2)  
 Medical College of Wisconsin  
 Michigan State University College of Human Medicine  
 Mount Sinai School of Medicine of New York University  
 New York Medical College  
 Northwestern University Feinberg School of Medicine  
 Oregon Health and Science Univ. School of Medicine(2)  
 Philadelphia College of Osteopathic Medicine (3)  
 Rocky Vista University College of Osteopathic Medicine  
 Rush Medical College of Rush University (3)

University of Illinois at Chicago College of Medicine  
 University of Iowa  
 University of Kentucky College of Medicine  
 University of Louisville School of Medicine  
 University of Maryland School of Medicine (2)  
 University of Massachusetts Medical School (9)  
 University of Minnesota Medical School  
 Univ. of New England Coll. of Osteopathic Medicine (15)  
 University of Pennsylvania  
 University of Rochester School of Medicine and Dentistry  
 University of Toledo College of Medicine  
 University of Utah  
 University of Vermont College of Medicine (5)  
 University of Washington School of Medicine (Seattle) (3)  
 Vanderbilt University School of Medicine (2)  
 Virginia Commonwealth University Medical  
 Washington University- St. Louis  
 Wayne State University School of Medicine  
 Weill Cornell Medical College (3)

### **Pre-Law Advising**

As a result of the recession, the number of applicants to law school was up in 2009-2010. Despite the increase in the competition, the success rate of Colby applicants was the highest in the past five years with 88.73% of our applicants accepted to at least one law school.

#### **Law School Application and Matriculation Statistics – most recent 5 years** (updated Spring 2010)

Entering Year	Total # Applicants	# and % alums who applied	Average LSAT	Average GPA	# Accepted to 1 or more schools	% of applicants accepted to at least 1 school	# Matriculated at a school	% of those accepted who matriculated
2009*	71	58/82%	158.9	3.39	63	88.73%	57	90.5%
2008	55	41/75%	158.1	3.30	44	80%	39	88.64%
2007	53	39/74%	158.4	3.35	47	88.68%	42	89.36%
2006	83	72/87%	157.6	3.26	64	77.1%	57	89.1%
2005	84	72/86%	157.6	3.25	65	77.38%	56	86.16%
					5 Year Average		10 Year Average	
% of applicants accepted to at least 1 school:					82.3%		82.2%	
% of those accepted who matriculated:					88.8%		84.8%	
% of applicants who matriculated:					73.2%		69.6%	

\* Last year for which data has been released. Data for students entering in 2010 will be available Spring 2011.

## Law Schools where Colby applicants have matriculated over the past 5 years:

Albany Law School (2)	American University (4)
Arizona State University	Benjamin Cardozo School of Law
Boston College (8)	Boston University (3)
Brooklyn Law School (8)	California Western School of Law
Case Western Reserve (2)	Catholic University of America (3)
Columbia University (2)	Cornell University (5)
CUNY School of Law	Duke University (3)
Emory University (2)	Fordham University (5)
Franklin Pierce Law Center (4)	George Mason University (2)
George Washington University (6)	Georgetown University (2)
Georgia State University	Golden Gate University (2)
Harvard Law School (4)	Hofstra University
Lewis & Clark - Northwestern (2)	Loyola Law School Los Angeles
New England School of Law (7)	New York Law School (4)
Northeastern University (12)	Northwestern University (2)
Ohio Northern University	Pace University (3)
Penn State - Dickenson	Quinnipiac University
Regent University	Roger Williams School of Law (4)
Rutgers University (Camden)	Rutgers University (Newark)
Saint John's University (4)	Seattle University (3)
Seton Hall University (2)	St. Louis University School of Law
St. Mary's University	Stanford University
Stetson University	Suffolk University (21)
Syracuse University (3)	Temple University
Tulane University	Univ. of California – Hastings (3)
Univ. of California - Los Angeles	University of Alabama
University of Calif. – Berkeley (2)	University of California – Davis (3)
University of Chicago (3)	University of Colorado (3)
University of Connecticut (8)	University of Denver (5)
University of Georgia	University of Hawai'i Mānoa
University of Iowa	University of Kansas
University of Maine (24)	University of Maryland
University of Miami (3)	University of Michigan (3)
University of Oregon	University of Pennsylvania (2)
University of Pittsburgh	University of Richmond
University of San Diego (3)	University of South Carolina
University of Tennessee	University of the Pacific
University of Toledo	University of Virginia (5)
University of Wisconsin (5)	Vermont Law School (5)
Villanova University (3)	Washburn University
Washington Univ. Missouri (3)	William Mitchell Coll. of Law (2)

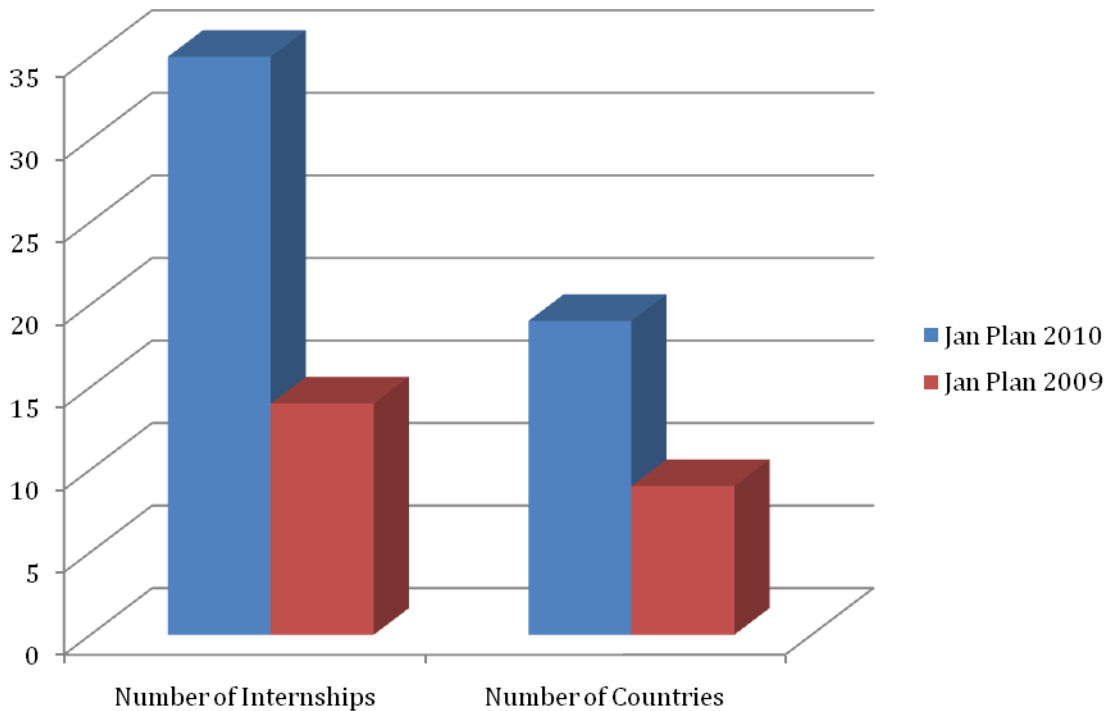
## Inspired Experience

*Internships are increasingly important for students to test career interests and for gaining an edge landing a first job. Internship opportunities exist on campus, nearby, or almost anywhere in the world and can be part of a normal semester, a summer, or a Jan Plan.*

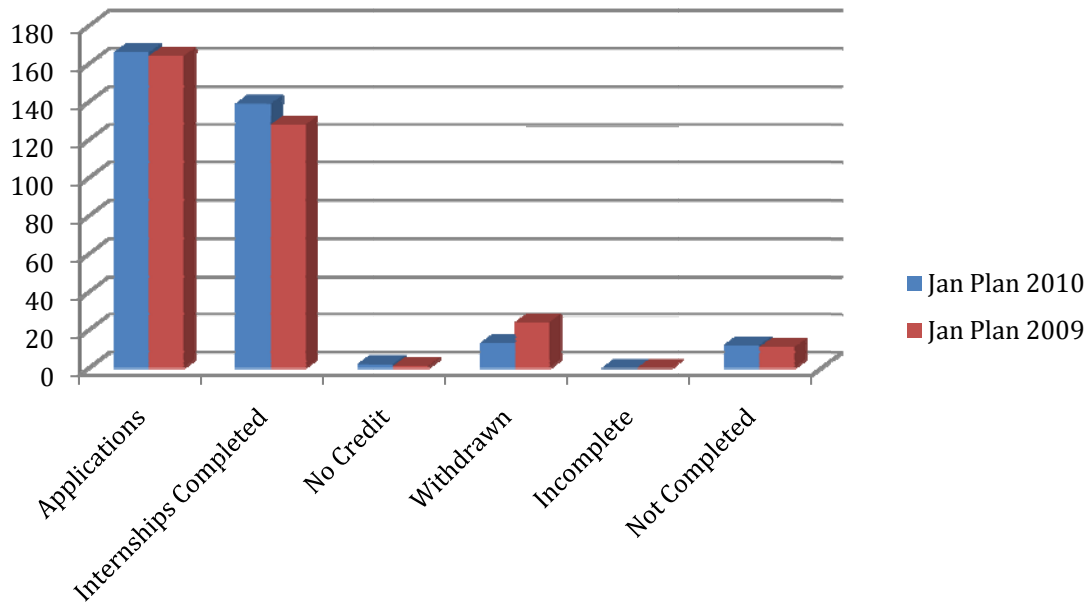
### **Internships**

The 2009-2010 academic year brought more stability to the internship program. Special attention was given to improving procedures and processes—handouts including the funding application were updated, the transcript notation process was streamlined, and related technological tools were enhanced. Through weekly promotion via on-campus bulletin boards and on-line media such as General Announcements and Official Notices and the regular offering of a Basic Internship Search workshop in the fall, the number of students pursuing Career Center Approved Jan Plan internships increased 8.7% with 166 applications started and 139 internships completed in 2010, compared to 164 applications and 128 internships completed in 2009. Of the 2010 Jan Plan internships, 35 students pursued international internships in 19 different countries, also an increase over 2009.

### **Comparison of International Internships**



### Jan Plan Internship Comparisons



### Jan Plan International Internships Yearly Report

Year	Number of International Internships	Number of Countries
2010	35	19
2009	14	9
2008	21	11

### Jan Plan Internships Yearly Report

Year	Applications Started	Completed (CR)	No Credit (NC)	Withdrawn (WD)	Other Reasons for Not Completing (CA-, NR-, IP)
2010	166	139	2	13	12
2009	164	128	1	24	11
2008	220	195	1	4	20
2007	226	194	0	17	15

### Summer Internships Yearly Report

Year	Applications Started	Completed (CR)	No Credit (NC)	Withdrawn (WD)	Other Reasons for Not Completing (CA-, CR-, IP)
2009	28	18	1	2	7
2008	24	15	1	2	6
2007	40	20	0	0	20

Year	Total Apps Started As of 6.25.2010	Approved (CA)	New Apps (NW)	In Process (IP)	Not Completed (0, etc.)
2010	31	24	1	6	0

## **Funded Internships**

The Career Center manages the application process for student funding available for internships, chairing a committee that makes award decisions. In September 2010, the Career Center took on the management of an additional fund (The Leslie Dougherty Biddle '89 and George Biddle Fund for International Service Learning, Internships and Research), and coordinated the application process for two temporary funding opportunities through the Fund for Student Research and Internships in the Physical Sciences and through the Freeman Foundation. For Jan Plan 2010, the Career Center coordinated 22 funding applications (including the Biddle Fund and the Fund for Physical Sciences) awarding \$16,733 to 13 students as well as 10 Freeman applications awarding \$13,290 to five students for a total of \$30,023. For Summer 2010, 31 funding applications were submitted with \$27,260 awarded to 18 students in addition to 9 Freeman applications with \$37,198 awarded to all nine student applicants for a total of \$63,458. The Career Center also collaborated with Major Gifts, Donor Relations, and Financial Services to determine balances available (to be awarded from each fund), to ensure that donors' intents were met, and to ensure the funds were well-stewarded.

## **Biddle Fund Yearly Report**

<b>Year</b>	<b>Term</b>	<b># of Applicants</b>	<b># of Awards Granted</b>	<b>Total \$ Awarded</b>
2010	Jan Plan	7	2	\$3,500.00
2010	Summer	3	1	\$2,210.00

## **Medalie Award Yearly Report**

<b>Year</b>	<b>Term</b>	<b># of Applicants</b>	<b># of Awards Granted</b>	<b>Total \$ Awarded</b>
2008	Jan Plan	2	0	\$0.00
2008	Summer	4	0	\$0.00
2009	Jan Plan	1	0	\$0.00
2009	Summer	4	1	\$1,000.00
2010	Jan Plan	1	0	\$0.00
2010	Summer	1	0	\$1,000.00

## **Stage Award Yearly Report**

<b>Year</b>	<b>Term</b>	<b># of Applicants</b>	<b># of Awards Granted</b>	<b>Total \$ Awarded</b>
2008	Jan Plan	3	0	\$0.00
2008	Summer	3	1	\$1,000.00
2009	Jan Plan	2	0	\$0.00
2009	Summer	6	1	\$1,000.00
2010	Jan Plan	3	2	\$2,575.00
2010	Summer	3	3	\$4,200.00

## **Freeman/Roderick Awards Yearly Report**

<b>Year</b>	<b>Term</b>	<b># of Applicants</b>	<b># of Awards Granted</b>	<b>Total \$ Awarded</b>
2009	Summer	12	9	\$29,968
2010	Jan Plan	10	5	\$13,290.00
2010	Summer	9	9	\$37,198.00

### **Fund for Research and Internships in the Physical Sciences Yearly Report**

<b>Year</b>	<b>Term</b>	<b># of Applicants</b>	<b># of Awards Granted</b>	<b>Total \$ Awarded</b>
2009	Summer	1	0	\$0.00
2010	Jan Plan	1	1	\$2,313.00
2010	Summer	1	0	\$0.00

### **Linda K. Cotter Award Yearly Report**

<b>Year</b>	<b>Term</b>	<b># of Applicants</b>	<b># of Awards Granted</b>	<b>Total \$ Awarded</b>
2008	Jan Plan	10	9	\$9,670.00
2008	Summer	28	21	\$42,575.00
2009	Jan Plan	10	8	\$9,503.00
2009	Summer	21	13	\$18,650.00
2010	Jan Plan	10	8	\$8,345.00
2010	Summer	23	12	\$19,850.00

### **In-Semester Internships**

Another key goal for the Career Center this year was to develop in-semester internships. Through memberships in the Waterville Rotary Club and the Mid-Maine Chamber of Commerce, the Career Center developed new and strengthened old relationships with employers in the Greater Waterville area in an effort to develop more internship opportunities in the local community. An integral part of this strategy consisted of education—of employers and of students. With a focus on local employers, the Career Center authored a brief article, for the Chamber’s monthly newsletter, educating local employers on the value-added of hiring an intern. On the other hand, students were educated through workshops and the promotion of local—and other—internship opportunities and through the Chamber’s annual Internship Fair.

In conclusion, the key to enhancing the number of overall internships pursued as well as funding applications submitted has been effective and regular promotion. In addition to promoting internship and funding opportunities and deadlines across campus and electronically, as stated above, the Career Center partnered with the Director of Parent Programs and the Office of Alumni Relations to promote opportunities in monthly newsletters like *Out of the Blue* and other relevant communications.

## Inspired Insight and Confidence

*Students visit the Career Center to meet with a counselor to receive a self-assessment and guidance on resume writing, cover letters, interviewing tips, and networking.*

### **Colby Connect**

Colby Connect is a four-year curriculum built upon a pragmatic developmentally appropriate sequence of workshops, information sessions, and collaborative programming. Colby Connect embraces students and connects them to fellowships, internships, job shadowing, Jan Plan and employment opportunities, and graduate studies. Colby Connect also integrates Career Center programming with alumni, parents, faculty, and recruiters.

Each of the four years offers a unique set of three primary workshops that students are expected to complete before advancing through the program. The three workshop foci (self-assessment, career exploration, and communication competence) are essential life skills necessary for individual, academic, and professional development.

The Colby Connect four-year curriculum grew and expanded during 2009-2010. In fact, the Career Center implemented the second-year curriculum and completed 36 workshops for both sophomore and junior participants. Also, the Career Center added 270 new first-year members to Colby Connect, contributing to 84 first-year workshops. Colby Connect completed a total of 120 workshops for 2009-2010 with impressive student satisfaction.

### **Colby Connect Membership**

First Years	270
Sophomores	200
Juniors	111
<b>Total</b>	<b>581</b>

### **Colby Connect Workshops**

SA101	28
CE101	29
CC101	27
SA201	12
CE201	12
CC201	12
<b>TOTAL</b>	<b>120</b>

\*1007 attending students; average attendance 8

Students evaluated Colby Connect workshops after each session. Facilitator evaluations use a Likert Scale (1-strongly disagree to 5-strongly agree).

### **Team Average 18 out of a possible 20**

1: The presenter was able to convey information clearly.	4.7
2: Supporting materials, if used, were appropriate and helpful.	4.5
3: As a result of this workshop, I feel more confident.	4.2
4: Would you recommend this workshop to other students?	4.5

In addition to the Colby Connect workshops, the Career Center completed 51 general-programming workshops for all Colby student participation.

### General Career Workshops

Internships	10
Resume 1	21
Resume 2	5
Interviewing Basics	4
Job Search Strategies for seniors	3
Effective Communication in the Job Search – seniors	5
Medical/Dental/Vet School Interview Preparation	1
Pre-Law Meeting for juniors and seniors	2
<b>TOTAL</b>	<b>51</b>

\*322 attending students; average attendance 6

### Career Counseling

#### Career Center Staff Counseling Reports

	2009 - 2010		2008 - 2009		2007 - 2008	
	All	Unique	All	Unique	All	Unique
Alumnus/a	275	128	123	95	138	91
First Year	301	151	197	96	216	114
Sophomore	414	166	422	179	370	186
Junior	547	196	353	179	385	183
Senior	1026	310	798	296	809	304
<b>Totals</b>	<b>2563</b>	<b>951</b>	<b>1893</b>	<b>845</b>	<b>1918</b>	<b>878</b>

#### Counseling Appointment by Method

	2009 - 2010	2008 - 2009	2007 - 2008
Group	11	32	86
Phone	76	37	54
Drop-ins	536	603	663
Individual	886	998	925
Email	1054	223	164
<b>Totals</b>	<b>2563</b>	<b>1893</b>	<b>1918</b>

Students evaluated career counselors after each appointment during selected periods of the year. Counselor evaluations use a Likert Scale (1-strongly disagree to 5-strongly agree).

#### Team Average 14.5 out of a possible 15

1: Did this appointment address the objectives you listed on your app. slip?	4.8
2: Was the staff person you met with knowledgeable?	4.9
3: Do you have a clear understanding of your next step in your career exploration or job/graduate school/internship search?	4.8



## 2009 Year-Out Survey

The year-out survey provides a “snapshot” of employment and graduate school trends for the class of 2009. Data collected through SurveyMonkey in May 2010 infers an increase in employment and further study after Colby.

Working full-time	67.2%
Working part-time	9.3%
Looking for employment	10.4%
Attending graduate school	21.3%

### Employers

• American Express	• AmeriCorps (2)
• Analysis Group	• Aspen Art Museum
• Aspen Center for Environmental Studies	• Aspen Institute (2)
• Aston English Schools	• Barclays Capital
• Bard College at Simon’s Rock	• Beaudoin & Company, LLC
• Bessemer Trust	• Beveridge & Diamond
• Board Institute	• Borough of Paramus, Ambulance Corps
• Brigham and Women’s Hospital	• Brookline, Town of
• Cambridge Healthtech Institute	• Center for Farmland Policy Innovation
• Children’s Hospital – Boston (2)	• CitiHope International
• Clear Brook Farm	• Cloud Engines, Inc
• Colby College	• Commission Junction
• Credit Suisse	• Dana-Farber Cancer Institute
• Department of Agriculture	• DIS-Danish Institute for Study Abroad
• Emma Willard School	• Equal Justice Works
• Eze Castle	• Florida Marlins LP
• Forrester Research	• FUEL
• Fulbright Commission (State Department)	• Gap, Inc.
• Government of Pakistan	• Grain Surfboards
• AmeriCorps VISTA	• Gringham and Women’s Hospital
• Groupon	• Gunderson Dettmer
• Habitat for Humanity/7 Rivers Maine	• Harvard Management Company
• Harvard Medical School	• Harvard University (2)
• Hillstone Restaurant Group	• Hood River Soil & Water Conservation District
• I.I.S. “F. Meneghini”	• IBM (2)
• Inlingua Verona S.L.R.	• Innovations for Poverty Action
• Jackson Hole Mountain Resort	• John Moriarty and Associates
• John Wiley and Sons	• Joslin Diabetes Center
• Maine Conservation Corps	• Maine Natural Areas Program
• MaPS - Marketing and Planning Systems	• Marstel-Day
• Massachusetts General Hospital (6)	• McEnergy Inc
• McGivney & Kluger, P.C.	• McKenna Long & Aldridge
• McKinley Capital Partners	• Ministry of Education, Spain
• National Gay and Lesbian Task Force	• National Institutes of Health (2)
• New Jersey State Golf Association	• New York & Company
• Ngmoco Inc	• Noble and Greenough School
• Oppenheimer & Co.	• Orion Trading
• Outward Bound USA	• Partners Capital
• Partners Healthcare	• Penguin Group USA

• Phillips Exeter Academy	• Plaster Fun Time
• Presbyterian Church	• Purdue University
• Self-employed (2)	• Smithsonian Institution
• St. Luke's School	• The American Film Institute-Kennedy Center
• The Beacon Group	• The Dublin School
• The Field School	• The White Mountain School
• Thomas Dunne Books/ St. Martin's Press	• Tilton Asset Management
• Tilton School	• Toth
• U.S. – Russia Business Council	• UCONN
• UGA	• United State Department of Justice
• U.S. Environmental Protection Agency	• University of New Hampshire
• University of Puget Sounds	• Unum
• US House of Representatives	• Vanguard
• VOX Global	• Waldman Horses
• Wells National Estuarine Research Reserve	• West Coast Green
• Westfield Capital Management	• WGBH Educational Foundation
• William Morris Endeavor Entertainment	• World Wrestling Entertainment

### Graduate Schools

- American University
- Boston College
- Colorado State University
- Dartmouth College
- Dartmouth College Thayer School of Engineering
- Dartmouth College (2)
- George Washington University
- Georgetown University
- Harvard Medical School
- Le Moyne
- Lesley University
- Loyola University, Washington College of Law
- Massachusetts Institute of Technology
- Nicholas School of the Environment
- Northeastern University School of Law
- Ohio State University
- Oregon State University
- Purdue University
- Roger Williams University of School of Law
- Rutgers Camden School of Law
- University of Alabama
- University of Connecticut
- University of Connecticut School - Dental
- University of Connecticut School of Law
- University of Georgia
- University of Maine (Orono)
- University of Maryland, College Park
- University of Massachusetts Medical School
- University of Michigan (2)
- University of New Hampshire (2)
- University of New Mexico
- University of Vermont
- University of Wisconsin – Madison
- Washington & Lee University of Law School

Graduate Degrees	Field of Study
Bachelors of Engineering	Biological/Life Sciences
Doctoral Degree in Arts or Science (PHD)	Chemistry
Law Degree (JD)	Earth Science
Masters of Arts (MA)	Economics
Masters of Environmental Management (MEM)	Education
Masters of Physician Assistant Studies	Engineering
Masters of Science (MS)	Humanities
Medical Degree (MD), (DDS)	Law
	Medicine
	Political Science/Government
	Theology

## Inspired Community

Faculty, alumni and parents are available to mentor students in a variety of career related and post-graduate endeavors. Part of the value of Colby's close student-faculty interaction is the accessibility of mentors, within or outside a student's major field of study.

### Career Networking and Outreach

Beyond the individual counseling appointments, workshops and other career development initiatives, the Career Center offered a host of diverse programs to students. The Career Center continued to develop and grow the Colby Connect four-year curriculum, offering second-year workshops. To assist students with interests in specific career fields, graduate school exploration and fellowship inquiries, the Career Center initiated mentorship programs, including alumni/parent affinity groups, Trustee Emeriti and Alumni Council mentorship programs. The beginning of the fall semester is usually dedicated to the senior class, starting with "mandatory" senior meetings and invitations to participate in the Colby Alumni Network Weekend. To ensure that Colby students communicate clearly, the Career Center jumpstarted a new program, offering Voice and Articulation tutorials.

The Career Center in collaboration with Alumni Relations sponsored six affinity group mixers. The mixer-receptions provide alumni, parents and students an opportunity for those interested in a specific field to meet and discuss their careers.

- July 30, 2009- Commercial Real Estate hosted by Noriko Hall '87 (**30 attendees**).
- January 21, 2010- Legal Services Affinity hosted by Richard Uchida '79 and Stephen Pfaff '81 (**21 attendees**).
- March 25, 2010- Communications Affinity hosted by David Epstein '86 (**25 attendees**).
- April 27, 2010- Government Affinity hosted by Robert Hoopes '89 (**42 attendees**).
- April 29, 2010- Finance Career Affinity hosted by Anne Clarke Wolff '87 (**75 attendees**).
- June 22, 2010- Legal Services Affinity hosted by Judy Fairclough '78 and Richard Uchida '79 (**14 attendees**).

### LinkedIn: Colby Alumni and Friends

The Career Center created eleven career categories on our Colby Alumni and Friends portal to assist with networking and communication. The number of alumni participation jumped from 1,600 to over 2,400 in 2010. These affinity groups allow alumni and parents to communicate, network, and mentor peers within desired industries. The subgroups also allow the Career Center to target explicit employment information, general announcements, and events by industry, improving on our ability to manage and distribute professional content. Lastly, the subgroups help to facilitate the affinity groups' interactions and event mixers.

Government	38
International Business and Global Affairs	30
Technology and Computer Science	40
Nonprofit	61
Education	29
Finance and Financial Services	73
Law and Legal Services	52
Commercial Real Estate	25
Communication and Media	58
Natural and Environmental Sciences	29
Health and Medicine	20
Colby Alumni and Friends Total	29
	2,421

### **Trustees Emeriti Mentorship Program**

The Trustee Emeriti Mentorship Program is established to mentor Colby students on a number of career and graduate school related topics.

This program highlights a few of the trustee emeriti and their career paths, post Colby. The program provides current students a glimpse into the wonderful careers many of our trustees' experience, and offer career related mentoring to students attending the events.

The Career Center partnered with the Trustees Emeriti Council under the leadership of Beverly Madden '80, chair of the Trustees Emeriti Steering Board, and Janice Kassman, Special Assistant to the President, to launch the Trustees Emeriti Mentorship Program over spring break, 2010. Both events were successful with over 47 students registering.

**Date: March 23, 2010**

**Location: Barclay's Capital in New York**

**Student Attendees: 25**

Featured alumnus speaker:

Dr. William R. Polkinghorn '99 currently a radiation oncology resident at Memorial Sloan-Kettering Cancer Center. Formerly attended Harvard, where he completed pancreatic stem cell research as a Howard Hughes Medical Institute Fellow, for which he was awarded a full scholarship his final two years. He developed a clinical interest in pediatric cancer, and upon graduation completed a one-year pediatric internship at Massachusetts General Hospital.

Attending Trustee Emeriti:

- John Cornell '65 currently a Partner at Jones Day in New York and lead author of *Employee Benefits and Executive Compensation in Corporate Bankruptcy*, a Collier Monograph published in 2008.
- Carol M. Beaumier '72 currently Executive Vice President and member of Protiviti's executive management team. Formerly a Partner in Arthur Andersen's Regulatory Risk Services Practice and a Managing Director and founding Partner of The Secura Group where she led the Risk Management practice.
- William (Bill) J. Rouhana, Jr. '72 Chairman and CEO of Chicken Soup for the Soul. This year, Rouhana became chairman of the Global Insight Program, a joint venture of the Jackson Hole Film Festival and the United Nations to engage the film and television industry in important global issues.

**Date: March 24, 2010**

**Location: CBT (Child, Bertram and Tseckares), Boston**

**Student Attendees: 22**

Featured alumnus speaker:

Qiamuddin (Qiam) Amiry '09 currently attends Fletcher School of Law and Diplomacy where he's studying international business and international development.

Attending Trustee Emeriti:

- George Haskell '55 currently CEO and founder of Leading Indicator Systems LLC, a worldwide web based survey and assessment products (SaaS) and services

(Global1000). Formerly CEO of ODI, Worldwide C/A consulting which was restructured, recapitalized, and sold to a private investment group.

- HON. ALLAN van GESTEL (Ret.)`57 currently performing alternate dispute resolution activities (mediations, arbitrations and special master assignments) with JAMS, through its Boston office. Judge van Gestel reached the constitutionally-mandated retirement age of 70 on December 3, 2005. Effective January 3, 2006, he was recalled as a retired justice to resume sitting in the Superior Court's Business Litigation Session for an additional two-year period that concluded on January 3, 2008.
- Anne Szostak `72 currently President and CEO of Szostak Partners, LLC, a Providence, RI-based consulting firm. Before starting her consulting practice, Anne built a successful career at Fleet Boston Financial (now Bank of America) in both line and staff roles.

### **Alumni Council Mentorship Program**

The Alumni Council Mentorship Program pairs up current students to specific members of the alumni council and alumni peers. The mentorship program further establishes mentoring as a Colby Connect initiative and offers career and graduate school related advise.

Currently **34** students are participating in the program.

Currently **15** alumni mentors are participating in the program.

Alumni mentors currently involved in the program include:

Evan Dangel `86

Justin D'Ercole Stanton `92

Jon Nickerson `04

Tom Decoff `97

Steve Chase `81

Chris Brownsey `91

Dave Epstein `86

Deb Wathen-Finn `74

David Fernandez `89

Alex Chin `96

Michael Stanton `92

F.E Wiedmer `90

Jock and Pat Knowles `60 (both)

Marc Rando `89

Jon Nickerson `04

## **Voice and Articulation**

The Career Center launched Voice and Articulation tutorials during the spring semester 2010. Ms. Kara Gorczyca was hired as an independent contractor to tutor students on voice production and the articulation of the American Language. Specifically, the individual tutorials concentrate on phonetics and language fluency.

Unique Visits	25
Total Multiple Visits	57

### **Tutorial Evaluations**

Students evaluated Ms. Kara Gorczyca as a voice and articulation tutor after each student appointment. Facilitator evaluations use a Likert Scale (1-strongly disagree to 5-strongly agree).

### **Tutor Average 13 out of a possible 15**

1. Did this appointment address the objectives you listed on your appointment slip?	4.32
2. Was the staff person you met with knowledgeable?	4.48
3. Do you have a clear understanding of what your next step is?	4.48

## **Collaborative Programming**

The Career Center in cooperation with College Relations has increased alumni/parent interaction with current students—bridging alumni/parent groups with students' aggregate opportunities for mentoring, job shadowing, internships, and employment opportunities. The collaboration with both alumni and parent groups not only expands opportunities but it also boosts the overall visibility for both Colby and the Career Center. The alumni/parent affinity groups build and reinforce connections among graduates, faculty, and current students. To date, there are eleven affinity groups with more than 800 members. The affinity groups include the following industries: education, international business, government, nonprofit, technology, natural and environmental sciences, communications and media, legal services, financial services, commercial real estate, and health and medicine.

## **Athletics**

The Career Center supports student athletes and their preparation for postgraduate success. The athletic department and teams promote Career Center programming by ensuring that student athletes are aware of Colby Connect workshops, on-campus information sessions and recruiting, and other career development programs. The Career Center completed three Colby Connect information sessions to prospective student athletes interested in football.

## **Admissions**

The Career Center partners with the Admissions Office, especially admission's sponsored events. Specifically, the Career Center presents to prospective students and their families on the value of Colby's Career Center, including resources, programming, Colby Connect, and parent involvement. During 2009-2010 the Career Center participated in six admission's events:

- 2 Experience Colby College
- 1 Colby Live
- 3 Admissions Open Houses

## **First-Year Student Orientation**

The Career Center participated in check-in and the vendor fair on drop-off day. The staff also present exclusively to all first years as well as orientation meetings for pre-law and pre-health students.

### **Colby Fund: Parent Programs**

The Parents Executive Committee (PEC) was formed in 1981. It comprises parents who have agreed to serve as liaisons with the College and to advance the goals of the Parents Association through supporting the Colby Fund for Parents. The committee is led by the PEC co-chairs and two class co-chairs representing each class. The Career Center is invited to PEC functions and dinners to present updates on all Career Center programming, including internship and employment statistics. This past 2010 academic year, the Career Center presented at three PEC sponsored events on the Colby campus.

### **Student Affairs**

In January 2009, the Career Center moved from the Division of Academic Affairs to Student Affairs. The move allowed the Career Center's Colby Connect program to integrate seamlessly with Colby 360, a student affairs initiative. Colby 360 "establishes a setting for student life designed to achieve five specific learning outcomes: 1) development of life skills; 2) appreciation of and engagement with diversity and human difference; 3) understanding democracy and civic responsibility; 4) promoting wellness and healthy lifestyle choices; and 5) leadership education for the 21st century." The Career Center's objective is to further enhance the mission of Colby 360 by implementing the six precepts into "elective" workshops within Colby Connect.

### **Multicultural Affairs**

The Career Center works closely with the Pugh Center in joint programming, and offers specific services targeted for the Pugh Clubs and Bunche Scholars. The Career Center is a perfect conduit for the new Embracing Difference: Finding Common Ground program. This program's focus is to provide students with the opportunity to engage with staff and faculty about human difference on and off campus at cultural events.

### **Pugh Center**

The Career Center plans and delivers additional workshops and information sessions within the Pugh Center that uphold the center's principles of multicultural communication, understanding, and awareness.

### **Campus Life**

Colby's Career Center supports and collaborates with residential life, outdoor education and leadership, and student government clubs. Campus Life utilized the Career Center's on-line job bank to post COOT Leader and Community Advisor positions. All students interested in pursuing a COOT or CA position applied on Colby Connect.

### **Residential Life**

The Career Center presents specific resume and communication workshops for Community Advisors (CAs), specifically the pre-application workshops.

#### Specialized Workshops for Campus Life

Upon invitation, the Career Center offered the following workshops for Campus Life:

- Resume Basics for Community Advisor Applicants (Fall 2009)
- Introduction to Cover Letter Writing for Community Advisor Applicants (Fall 2009)
- Resume Basics for Community Advisor Applicants (Spring 2010)
- Introduction to Cover Letter Writing for Community Advisor Applicants (Spring 2010)
- Techniques for Interviewers for Community Advisors (Spring 2010)
- Interviewing Basics for Community Advisor Applicants (Spring 2010)

### **Outdoor Education and Leadership**

The Career Center provides workshops and information sessions targeted specifically to Senior Capstone, Emerging Leaders programs, and COOT Leaders training.

- Specialized Workshops for COOT Training
- COOT and CA Leadership Training (Fall 2009)

### **Student Government and Clubs**

The Career Center advertises our events specifically with club officers and works closely with student government on creating tailored workshops to enhance overall objectives related to leadership and careers.

### **Academic Departments**

The Career Center emphasizes synergy among academic departments, students' career goals, and internship opportunities. The impetus is on matching students with placements that augment their career development within professional environments, which in turn affords positive relationships between the College and the host organizations. Seminars and workshops are created and presented to academic departments to assist potential student interns with networking ideas, interviewing techniques, cover letter and resume writing, and marketing skills. In conjunction with presenting workshops, the Career Center organizes site visits as well as guest speakers and recruitment opportunities. The Career Center also focuses on tailored workshops specific to majors on internship and job opportunities, fellowships, funded internships, and with mapping career interests to specific majors. Communication with faculty is extremely important as we continue to increase recruiting opportunities on campus. The Career Center is also involved in the Colby Undergraduate Research Retreat, a student symposium highlighting their summer research projects.

### **Academic Department Specialized Workshops**

- Chemistry Department (September 2009)
- Art Department (October 2009)
- Environmental Science Club (November 2009)
- French Department (February 2010)
- Latin American Studies (March 2010)
- Administrative Sciences (April 2010)

### **Affinity Groups**

To build upon the Colby Connect mission, the Career Center has formed affinity groups around common vocational interests and skills. Currently, the Career Center has 11 active affinity groups, with more than 800 members.

Vocational Interest and Industry	Participants	Percentage
Government	66	9.9%
International Business and Global Affairs	63	9.4%
Technology and Computer Science	56	8.4%
Nonprofit	124	18.5%
Education	128	19.1%
Finance and Financial Services	157	23.4%
Law and Legal Services	133	19.9%
Commercial real Estate	49	7.3%
Communication and media	111	16.6%
Natural and Environmental Sciences	66	9.9%
Health and Medicine	86	12.8%



## **Career Center Resources**

### **Office Based Resources**

**Workshops:** Career Center offers workshops on many general topics related to resume writing, interviewing, summer job searches, self-assessment, and recruiting advice.

**Programming:** Career Center programs include alumni panels and speakers on a variety of career areas, the Colby Alumni Networking (CAN) Weekend, participation in first year student orientation, and on request workshops with residence halls. We also begin each year with a Senior Meeting to remind students of the services we offer that are particularly important for senior year, as well as to alert them to approaching deadlines.

**Mock Interviews:** A videotape is made of a simulated interview between a student and counselor. This is then used, along with counselor feedback, to coach the student on content, delivery, and nonverbal communications.

**Recruiting:** Currently, the Career Center offers three programs for students and recruiters.

- On Campus Recruiting – Recruiters arrange a visit to Colby to recruit students for both postgraduate employment and summer job/internship opportunities.
- Off Campus Recruiting – The Career Center participates with other like programs to host recruiting opportunities in Boston, New York, and Portland.
- Resume Referral – A service offered to recruiters who may not have the means to visit campus. We provide students with a job description, collect resumes, cover letters, and writing samples, and forward all documents to the recruiter.

**Career Resource Library:** Our in-house library has updated books and editorials on specific career fields, directories, books on resume writing, interviewing skills, and graduate school information.

**Reference Files:** Confidential and “open” letters of recommendation for both students and alumni are filed in our office for immediate dissemination to employers and graduate schools. These letters are kept on file for eight years or longer if they have been in active use. There is no charge for maintaining and mailing these credentials on request.

**Graduate School Admissions Tests:** The Career Center is a central point of information about all required testing for graduate school, the foreign service, and national teacher examinations. A complete stock of application booklets is also maintained.

### **Web Based Resources**

**Communications and Announcements:** All events, programs, recruiters, resume deadlines, job listings, career planning handouts, and advising information is currently visible on the Career Center website. General announcements and official notices are also sent on a regular basis.

**Colby Connect System:** An online database used by the Career Center that lists employers as well as job and internship opportunities and coordinates recruitment activities. Students can use this database to search for positions and to upload their resumes and cover letters for positions they are interested in. In addition, the staff of the Career Center uses Colby Connect to track student appointments and record their

notes of student interactions. Colby Connect is also used to tract RSVPs to workshops, information sessions and all on- and off-campus recruiting events.

**Consortium Projects:** A collaboration with 32 Liberal Arts colleges called LACN (Liberal Arts Career Network) that offers additional resources and a collection of job and internship listings.

**The Colby Alumni Network Database (CAN):** A link to the database maintained by Colby containing alumni contact and career information. Students can sign up though an appointment with a career counselor or at the Alumni Center to use this database. Students contact alumni for information on careers, jobs, and internships.

**Career Exploration:** A collection of links to different exploration resources, including Spotlight on Careers, Facts on File, Insider.com, FOCUS, and alumni profiles.

**Job Search:** A collection of links to job search resources, including CareerSearch, Indeed.com, and the Liberal Arts Career Network.

**Internship Resources:** A collection of resources for setting up internships, including the internship handbook, links to fill out an internship application, and funding options.

**Graduate School:** A collection of helpful links regarding graduate schools and testing resources.

**Fellowships:** Information about fellowships is available to students.

**Quick Resources:** A collection of articles that students can download and read regarding resumes, cover letters, interviewing, summer jobs, and career planning.

**Portal for Parents:** An informational page detailing ways parents can help Colby students through mentoring, employment opportunities, internships, as well as a section listing the services we offer. Phone numbers and email addresses are also provided.

**Portal for Alumni:** An informational page detailing services available for alumni through the Career Center. Details on reference files, alumni networking, Colby Connect, and counseling are given. There are also descriptions of how alums can help Colby students through recruiting and career mentoring.

**Portal for Employers:** An informational page detailing ways Employers can interact with Colby students. Details are given on Colby Connect, on-campus interviews and informational sessions, Consortium programs, job posting, joint Colby/Bates/Bowdoin recruiting, and the Liberal Arts Career Network.