EMPLOYER ENGAGEMENT GUIDE
A GUIDE TO RECRUITING THROUGH WELLESLEY CAREER EDUCATION
# TABLE OF CONTENTS

2  
A Note from Christine Cruzvergara, Associate Provost and Executive Director for Career Education

3  
**Why Wellesley**  
- Rankings  
- Academics  
- Campus Life  
- Diversity  
- Outcomes

10  
**Career Education at Wellesley**  
- Mission  
- Vision  
- Career Community Advisors

14  
**Recruiting at Wellesley**  
- Level One: Connect  
- Level Two: Educate  
- Level Three: Host  
- Take the First Step
A Note from the Associate Provost and Executive Director for Career Education

Career Education has a unique role on a college campus. It sits at the perfect intersection between academia and industry — one foot planted in the beautiful history and foundation of a liberal arts education, and one foot planted in the ever-changing economy and marketplace. We honor the incredible experience our students have at Wellesley — the confidence they build, and the voice they find as a result of their education here. It is our role to also be forward-facing and focused on the world beyond Wellesley, working with our students to help them envision the lives they want to lead and the contributions they will inevitably make to the world.

Wellesley Career Education is a lifelong window to a world of opportunity, designed with the mission of preparing and inspiring every Wellesley student and alumna to realize her full potential. Our students proactively engage in the process of exploring the intersection between self and society, engaging and testing their curiosities, and forming meaningful connections within career communities that cover a broad array of industries and career fields.

We invite you to join our career communities to meet the remarkable students and alumnae who are approaching their career search with the grounding, education, and drive that will make them an asset in their future endeavors. Thank you for sharing our common goal of supporting Wellesley women in their pursuit of career success and satisfaction.

Christine Cruzvergara
Associate Provost and Executive Director, Career Education
WHY WELLESLEY

History and Introduction

Wellesley College is a premier liberal arts institution, known for its intellectual rigor, its belief in the enduring importance of service, and its preparation of students for an inclusive and pragmatic lifetime of leadership. Founded in 1875, Wellesley is known for the thousands of accomplished, thoughtful women it has sent out into the world for over 100 years — women who are committed to making a difference in the spirit of the college’s mission: non ministrari, sed ministrare — not to be ministered unto, but to minister.
A TRANSFORMATIVE EDUCATIONAL EXPERIENCE

A Wellesley education fosters the highest standard of readiness for the “real world” in its graduates. Wellesley’s academic community places a high value on rigorous inquiry and creative, cross-disciplinary thinking, and it has been well-recognized for its distinctions on the national and global scale.

Wellesley offers 56 majors that span the physical sciences, social sciences, and humanities.

In National Liberal Arts Colleges

In student-ranked faculty

Student to Faculty Ratio

Statistics are accurate as of date of printing (9/12/17)
Wellesley’s academic offerings emphasize interdisciplinary approaches to a broad knowledge of the basic fields of human inquiry — in addition to deep and active learning experiences in specific disciplines.

**ETHNIC DIVERSITY**
Wellesley has been ranked in the top 4 for ethnic diversity among private liberal arts colleges for most of the 21st century.

**OF STUDENTS SPEND A SEMESTER OR YEAR ABROAD**
in order to perfect language skills, develop a new perspective on their majors, or to take courses not available on campus.

**75%+ OF STUDENTS**
participate in an internship while at Wellesley.

**25%+ OF WELLESLEY**
students elect to complete two majors, demonstrating their diversity of interests and skills.

Statistics are accurate as of date of printing (9/12/17)
DIVERSITY

One of the hallmarks of Wellesley College is our commitment to the diversity of our student population. Wellesley students come from every U.S. state, more than 80 countries, and every social, cultural, and economic circumstance.

Diverse environments have been proven to foster creativity, innovation, insight, and productivity, and Wellesley women are continually exposed to thoughts, ideas, and perspectives that differ from their own. The benefit of such intentional exposure is reflected in the successes of our alumnae.

Wellesley’s environment provides women with an unequaled education that honors and cultivates not only what is best about each of them, and their own potential, but about what women offer our world.

Wellesley has been ranked in the top four for ethnic diversity among private liberal arts colleges for most of the 21st century, with 49% of the Class of 2020 identifying as students of color.

U.S. News & World Report
“More than any other college — large or small — Wellesley has groomed women who shatter the glass ceiling.”
— New York Times

OUTCOMES

The college’s robust alumnae base (35,000+) has been widely regarded as the “most powerful women’s network in the world,” and our graduates are recognized as among the most accomplished of any institution. Wellesley is a long-time incubator for socially-engaged leadership: Hillary Clinton is the school’s most famous alumnae, though former Ambassador Madeleine Albright, the late director Nora Ephron, public health champion Ophelia Dahl, journalists Diane Sawyer and Cokie Roberts also attended Wellesley.

CAREER outcomes RATE FOR THE CLASS OF 2016

94% of graduates were employed, accepted to graduate school, participating in a volunteer program, or serving in the military within 6 months of graduation.
CLASS OF 2016 OUTCOMES

2016 HIGHLIGHTED *employers*

[Logos of various employers]

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**student story**

"I'm going to be joining the Google Software Engineering Residency Program, and I am very excited about this opportunity. I started working with Career Education at the very beginning of my job search process. I came in right at the beginning of my fall semester of my senior year, and I took that opportunity to first get to know Frances [Adhorlolo], my Career Community Advisor, overseeing Technology, Engineering, and Physical Sciences. She helped guide me through the entire process, pointing me to resources and giving me an overview of the timeline for recruiting. I think the most valuable piece of advice I got from Career Education was to stay confident and positive throughout the entire process."

— Grace Hu ’17
EMPLOYMENT \textit{industries}

- Education (19.2%)
- Business, Finance, Consulting, Marketing, Accounting (19.2%)
- Computers, Information Technology (9.6%)
- Healthcare, Medicine (9.3%)
- Nonprofit, Museums, Cultural Institutions (7.1%)
- Public Policy, Politics, Public Service, Community Organization (4.9%)
- Communications, Journalism, Media, PR (4.9%)
- Law, Legal Services Judicial (4.3%)

graduate schools HIGHLIGHTS

- Harvard University
- Princeton University
- Columbia Law School
- Tufts University
- Stanford University
- Penn University
- Johns Hopkins University
- Washington University in St. Louis
- Northeastern University
- Boston University
- Yale University

80% of alumnae go to graduate or professional school within 10 years
CAREER EDUCATION AT WELLESLEY

Wellesley Career Education is committed to being at the forefront of cultivating women leaders of the future and preparing every Wellesley student to realize her full potential. In whatever field she chooses, Wellesley women enter the real world committed to the highest standards of thinking, acting, and contributing meaningfully and effectively in their chosen areas of interest.

Our Mission

To prepare and inspire every Wellesley woman to craft a lifetime of opportunity and realize her full potential
Our Vision

To be the leader in cultivating women leaders of the future
When you engage at Wellesley, you will work with one of our Career Community Advisors to create a customized strategy.

**Arts, Marketing, & Communications**
- advertising
- art & design
- arts administration
- communications & public relations
- entertainment
- journalism
- marketing
- media
- publishing

**Health Professions, Public Health, & Life Sciences**
- behavioral health
- dentistry
- ecological conservation
- medicine
- nursing
- occupational & physical therapy
- pharmaceutical research & development
- public health

**Education, Nonprofit, & Human Services**
- adult learning
- community advocacy
- development
- educational administration
- K-12 education
- nonprofit administration
- school counseling
- social work

Destiny Barletta  
Career Community Advisor, Arts, Marketing, & Communications

Lynn White  
Director, Health Professions Advising

Christopher De La Cerda  
Career Community Advisor, Health, Public Health, & Life Sciences

Kevin Tate  
Career Community Advisor, Education, Nonprofit, & Human Services
These advisors lead our six industry-specific career communities.

Government, International Affairs, & Law
- federal, state, & local government
- foreign service
- international development and advocacy
- international governmental organizations & NGOs
- law enforcement
- legal policy research & analysis

Technology, Engineering, & Physical Sciences
- applied research & development
- astrophysics
- climatology
- data science
- geology
- physics
- software development
- space flight
- technology & engineering
- technology start-ups

Consulting, Finance, Business, & Entrepreneurship
- economic consulting
- investment banking
- management
- real estate
- retail organizations
- start-ups
- wealth management

Sarah Ahmed
Career Community Advisor, Government, International Affairs, & Law

Frances Adjorlolo ‘08
Career Community Advisor, Technology, Engineering, & Physical Sciences

Stephanie Hessler ‘84
Career Community Advisor, Consulting, Finance, Business, & Entrepreneurship
RECRUITING AT WELLESLEY

LEVEL ONE: connect

At this foundational level of engagement, we will work with you to create a customized recruiting strategy.

On-campus recruiting

- Boutique, industry-specific career fairs/expos where you can speak with like minded students who are interested and excited about pursuing similar career paths
- On-campus interviewing in our suite of interview rooms
- Hosting events such as Information sessions, Coffee Chats, and tabling to spread the word about your organization and positions

Posting jobs and internships on Handshake

- This platform allows you to post positions for our students and alumnae

Marketing and outreach to customize your recruiting efforts through our industry-specific career communities

- Your Career Community Advisor will work with you to build a tailored plan to reach candidates that best fit your recruiting goals
LEVEL TWO: *educate*

At this level we will partner with you as *fellow career educators*, further building your brand within our career communities.

**Engagement at this level may include activities such as:**

- Topic-based workshops and panels that showcase your expertise within your industry
- Conducting mock interviews and resume reviews with students as they prepare to apply for positions in your industry
- Providing expert consultation to our Career Community Advisors to support their work with students and alumnae
At this level, your organization will host students and alumnae at your organization for **immersive career education experiences.**

**Engagement at this level includes activities such as:**

- Workshops hosted on-site that focus on topics and cutting-edge trends in your industry
- Site visits and tours of your offices/space that educate students on the inner workings of your organization
- Structured job shadowing programs that allow candidates to understand the day-to-day experience of working in your industry
TAKE THE FIRST STEP

If you are interested in Connecting, Educating, or Hosting in partnership with Wellesley Career Education, begin by following the steps below. You will work with Sumana Northover, Program Director, Employer Engagement, to create a customized plan of engagement with our students and alumnae.

Step 1
Request to connect with Wellesley College on Handshake by contacting Sumana Northover — by email at snorthov@wellesley.edu; and by phone at 781-283-2006.

Step 2
Once you receive your Handshake invitation email, click on the "Get Started" button to create your company profile.

Step 3
Choose to connect to Wellesley College.

Step 4
You are now ready to share your employment opportunity, request a recruiting event, or interview on campus!

WELLESLEY CAREER EDUCATION

Green Hall, #441, 106 Central Street, Wellesley, MA 02481
www.wellesley.edu/careereducation, snorthov@wellesley.edu, 781-283-2006