On behalf of the entire Career Services team, I’m delighted to share our annual report for the 2015-16 academic year. Over the past three years, we have been reimagining Career Services at Princeton and innovating nearly every aspect of our strategy to have a more transformative impact on students’ career development.

Our holistic and highly personalized model is focused on self-reflection, exploration and alignment. Rather than concentrate solely on securing a first job after graduation, we assist students in proactively designing their careers and lives in ways that help them discover and pursue meaningful opportunities throughout their lifetime.

We’re taking a collaborative, community-wide approach by mobilizing the support of Princeton’s extraordinarily dedicated alumni base, along with faculty, staff, families and employers to build a Tiger Career Community. We’re grateful for this network, which helps us empower all students with access to a broad range of mentors, advocates and champions.

This year, we saw strong evidence of the impact of our new model. More than 90 percent of the undergraduate student body engaged with our office via appointments, programs and events or online. We also engaged with hundreds of alumni partners who offered advice and experiential opportunities for students. One of the most telling signs of the impact of these connections is that more than 23 percent of the Class of 2016 reported that the advice they received from alumni via Career Services-sponsored programs influenced their post-graduation plans.

As we look ahead, we are excited to inspire students to chart their own unique paths and to connect current and future Princetonians with a world of possibilities.

With sincere gratitude,

Eva Kubu, Interim Executive Director
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## 2016 SUMMER EXPERIENCE REPORT

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PURSUE
Identify an opportunity of interest, and implement a strategy to pursue it based on reflection, exploration and preparation. No matter the outcome, reflection should follow this step.

REFLECT
Everyone’s interests, skills and strengths evolve over time. Through ongoing reflection, each and every experience can help students discover valuable insights about themselves and how they can find meaning, purpose and satisfaction.

EXPLORE
Opportunities on and off-campus play an essential role in skill development and illustrate potential career options. Seek out classes, leadership opportunities, internships/jobs and activities that can provide hands-on experience and build connections.

PREPARE
Before engaging in conversations with alumni and employers, develop a strategy and goals tailored to the specific situation or opportunity. Create and refine a unique personal narrative and practice communicating it.
Career development is not a linear process and each person’s journey will unfold in different ways. Our personalized approach is designed to help Princetonians develop the skills to proactively manage their careers and find meaningful work throughout their life. Reflection is central to this process. Conversations with classmates, friends, family, alumni and others in the Princeton community will play an important role.

Our Mission

We help our students define a unique career and life vision, and then connect them in multidimensional, personalized ways to the resources, people, organizations and opportunities that will enable them to make their visions a reality.

Reflection is at the core
Career & Life Vision Program

The foundation of our approach, the Career & Life Vision philosophy teaches students how to pose meaningful questions about themselves to guide their decisions and how to use each part of the Princeton experience to help explore their passions and potential career interests. Our goal is to catalyze a lifelong process of self-reflection to help them find meaningful work.

Career Advising

We provide one-on-one advising for all Princeton undergraduates, graduate students and alumni. From students spending their first days on campus to alumni interested in new careers, we help Princetonians reflect on their values and strengths, pursue opportunities that match their unique interests and design personalized plans to achieve their goals.

Career Services is one of the best departments on campus. People leave feeling soothed and prepared to apply and are empowered with actions and next steps in their lives.

~Mallory Banks ’16

657 attendees in 2015-16

5,781 career advising appointments
Career Education

We offer a broad range of programs for students and alumni including skill-building workshops, experiential opportunities providing an inside look into various professions and events designed to help students begin building a professional network.

353 programs and events were offered in 2015-16

Student-Alumni Engagement

Alumni play a critical role in assisting Princeton students in the exploration of potential career paths. Our student-alumni engagement strategy focuses on making the alumni network more visible to students, fostering curated mentorship opportunities and equips students to proactively contact alumni for advice, career exploration and more.

352 alumni participated in events and/or hosted Princeternships

From mentorship to job opportunities, Career Services provides the events and network to fully leverage the wealth of opportunity that Princeton alumni provide.

~Justin Ziegler ’16

23.4% of seniors reported connecting with alumni through Career Services and receiving helpful advice
Employer Engagement

A wide range of employers come to campus every year as part of our on-campus recruiting program. We are also using students’ reported interests to help guide our outreach efforts to develop relationships and cultivate opportunities for Princetonians in the areas that interest them most.

3,299 on-campus interviews for jobs and internships

1,200 new employers identified based on student preferences

27,019 applications submitted through Handshake, our online career management system.
Arts/Work
The Arts/Work program strengthens the Princeton arts community by bringing together students, alumni and artists in the New York City area through speaker and panel discussions, performances, site visits and social events during the summer. The program is co-sponsored by the Lewis Center for the Arts and the Princeton Arts Alumni.

Diversity, Equity & Inclusion Efforts
We created an employer outreach strategy focused on developing recruiting relationships with organizations recognized for diversity and launched the Dinner with 12 Tigers series featuring alumni from underrepresented, first-generation or low-income backgrounds sharing their experiences and advice.

Princeternship Site Visits
Our signature alumni-shadowing externship program was expanded to include a day of site visits to alumni workplaces in New York City over spring recess.

Arts/Work
The Arts/Work program strengthens the Princeton arts community by bringing together students, alumni and artists in the New York City area through speaker and panel discussions, performances, site visits and social events during the summer. The program is co-sponsored by the Lewis Center for the Arts and the Princeton Arts Alumni.

This summer I’ll be an editorial and production intern at Time Inc. I found out about the opportunity through a Princeternship site visit my sophomore spring hosted by Tom Weber, a member of the Class of 1989.

~Lavinia Liang ‘18
Get Involved

Alumni, faculty, staff, family and employers play a critical role in career exploration and discovery for Princeton students. The Office of Career Services is committed to establishing strong relationships to facilitate meaningful connections for our students and alumni, and we invite you to get involved.

Share Your Insight and Experience

From hosting Princeternships to leading workshops to having casual career exploration conversations, there are dozens of opportunities every year where you can share advice and inspire students during in-person and virtual events. Interested in helping? Send us an email at careerservices@princeton.edu.

Recruit Princetonians

There are multiple ways employers can get involved including attending Meetup recruiting events, hosting information sessions and interviews on campus, and posting job and internship positions for undergraduates, graduate students and alumni. Learn about how you can get started by contacting our Employer Outreach team at employeroutreach@princeton.edu.

Join Us

We always welcome additions to the Tiger Career Community, a network of alumni, family, employer, faculty and staff advocates who volunteer to provide advice, mentorship and more for students. Have an idea about ways you may be able to help? We want to hear from you. Send an email to careerservices@princeton.edu with the subject “I’d like to get involved.”
MEET THE STAFF

Evangeline “Eva” Kubu
Interim Executive Director

Olga Corrias Hancock
Senior Associate Director, Employer & Alumni Engagement & Outreach

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Associate Director, Employer Engagement & Recruiting

Andria Mirabal ’08
Associate Director, Student/Alumni Engagement

Kimberly Brown
Associate Director, Employer Outreach

Kristi Geist
Project Manager

Justin Kazlauskas
Computer Support Specialist

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Employer Outreach Coordinator

Seeta Hayban
Employer Engagement & Recruiting Manager

Anne Degnan
Employer Engagement Coordinator

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Kimberly Brown
Senior Career Adviser, Athletics

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Associate Director, Arts, Nonprofit & Public Sector

Pam Cohen
Associate Director, STEM

Susanne Killian
Associate Director, Graduate Student Career Advising

Larry Kamgula
Assistant Director, Career Advising

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Career Adviser, Alumni

Karen Graziano
Pre-law Adviser

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Teresa Belmont
Events Coordinator

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Senior Associate Director of Strategic Communications & Marketing

Lisa Martiny Festa
Graphic Designer/Digital Media Strategist

Michael Fisher
Communications & Multimedia Specialist

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Senior Associate Director of Information Technology, Finance & Assessment

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Dawn Morton
Front Desk Administrator

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Linda McMillan
Pre-law Adviser

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Each year we survey the outgoing senior class to gather information about their plans within six months of graduation. Post-graduation plans were reported for 1,287 (99.9 percent) of the 1,288 graduates of the Class of 2016. For more information on outcomes, visit: careerservices.princeton.edu/annual16.

Class of 2016 Post-Graduation Outcomes

72.2% accepted employment

$68,422 average starting salary for those employed full-time

18.8% employed full-time at nonprofit organizations or in service-based roles

18.5% pursued further education

62.4% reported Career Services resources helped determine their post-graduation plans.
Top Schools by Number of Graduates Attending

<table>
<thead>
<tr>
<th>School</th>
<th>Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Massachusetts Institute of Technology</td>
<td>16</td>
</tr>
<tr>
<td>Princeton University</td>
<td>14</td>
</tr>
<tr>
<td>Stanford University</td>
<td>14</td>
</tr>
<tr>
<td>University of Pennsylvania</td>
<td>14</td>
</tr>
<tr>
<td>Columbia University</td>
<td>11</td>
</tr>
<tr>
<td>Harvard University</td>
<td>11</td>
</tr>
<tr>
<td>University of California, Berkeley</td>
<td>10</td>
</tr>
</tbody>
</table>

- Masters: 36%
- Doctoral: 32%
- Medical: 10%
- Law: 10%
- Dual: 1%
Top Industries*

18.9% Professional, Scientific, and Technical Services

6.8% Information

3.3% Educational Services

3.2% Health Care and Social Assistance

* Based on the North American Industry Classification System (NAICS), a standardized classification used to analyze and publish data related to U.S. business and the economy.

Top Destinations for Employment

Top International Destinations:
- United Kingdom
- China
- Germany
- Thailand

Region breakdown: Mid-Atlantic (DC, DE, MD, NJ, PA, VA, WV); Midwest (IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI); Northeast (CT, MA, ME, NH, NY, RI, VT); Northwest (AK, CO, ID, MT, OR, UT, WA, WY); Southeast (AL, AR, FL, GA, KY, LA, MS, NC, PR, SC, TN); Southwest/West (AZ, CA, HI, NM, NV, OK, TX); International (Africa/Sub-Saharan, Canada, East Asia/Pacific, Europe/Euroasia, Latin America/Caribbean, Near East, South/Central Asia)
### Full-time Salary Averages by Industry & Job Function

Salary figures are summarized below for job functions and industries with five or more respondents. Industry categories are based on the North American Industry Classification System (NAICS), and job functions were determined using the Standard Occupational Classification System (SOC).

#### Occupational Job Function

<table>
<thead>
<tr>
<th>Occupational Job Function</th>
<th>Number Reporting</th>
<th>Salary Average</th>
<th>Salary Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business and Financial Operations</td>
<td>285</td>
<td>$71,904</td>
<td>$30,000 - $130,000</td>
</tr>
<tr>
<td>Computer and Mathematical</td>
<td>127</td>
<td>$96,399</td>
<td>$24,960 - $150,000</td>
</tr>
<tr>
<td>Sales and Related</td>
<td>38</td>
<td>$80,013</td>
<td>$22,880 - $130,000</td>
</tr>
<tr>
<td>Architecture and Engineering</td>
<td>30</td>
<td>$69,719</td>
<td>$37,440 - $106,080</td>
</tr>
<tr>
<td>Education, Training, and Library</td>
<td>27</td>
<td>$38,259</td>
<td>$21,000 - $80,000</td>
</tr>
<tr>
<td>Healthcare Practitioners and Technical</td>
<td>27</td>
<td>$36,645</td>
<td>$20,000 - $54,000</td>
</tr>
<tr>
<td>Legal</td>
<td>18</td>
<td>$47,063</td>
<td>$30,000 - $80,000</td>
</tr>
<tr>
<td>Life, Physical, and Social Science</td>
<td>16</td>
<td>$39,887</td>
<td>$20,000 - $65,000</td>
</tr>
<tr>
<td>Management</td>
<td>12</td>
<td>$42,528</td>
<td>$24,000 - $115,000</td>
</tr>
<tr>
<td>Arts, Design, Entertainment, Sports, and Media</td>
<td>11</td>
<td>$32,062</td>
<td>$21,840 - $50,000</td>
</tr>
<tr>
<td>Office and Administrative Support</td>
<td>5</td>
<td>$41,740</td>
<td>$31,200 - $55,500</td>
</tr>
<tr>
<td>Military Specific</td>
<td>5</td>
<td>$36,934</td>
<td>$34,000 - $40,000</td>
</tr>
</tbody>
</table>

#### Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Number Reporting/Total</th>
<th>Salary Average</th>
<th>Salary Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional, Scientific, and Technical Services</td>
<td>206 / 244</td>
<td>$67,327</td>
<td>$24,960 - $130,000</td>
</tr>
<tr>
<td>Finance and Insurance</td>
<td>159 / 181</td>
<td>$83,610</td>
<td>$30,000 - $150,000</td>
</tr>
<tr>
<td>Information</td>
<td>73 / 87</td>
<td>$91,332</td>
<td>$21,840 - $120,000</td>
</tr>
<tr>
<td>Health Care and Social Assistance</td>
<td>31 / 41</td>
<td>$38,742</td>
<td>$20,000 - $100,000</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>24 / 34</td>
<td>$67,782</td>
<td>$25,000 - $106,080</td>
</tr>
<tr>
<td>Educational Services</td>
<td>22 / 42</td>
<td>$37,218</td>
<td>$20,000 - $54,000</td>
</tr>
<tr>
<td>Administrative and Support and Waste Management Remediation Services</td>
<td>17 / 20</td>
<td>$50,441</td>
<td>$35,000 - $105,000</td>
</tr>
<tr>
<td>Other Services (except Public Administration)</td>
<td>17 / 35</td>
<td>$34,630</td>
<td>$20,000 - $43,000</td>
</tr>
<tr>
<td>Wholesale Trade</td>
<td>15 / 18</td>
<td>$82,700</td>
<td>$37,500 - $150,000</td>
</tr>
<tr>
<td>Public Administration</td>
<td>13 / 21</td>
<td>$43,853</td>
<td>$29,120 - $80,000</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>13 / 18</td>
<td>$69,931</td>
<td>$37,000 - $115,000</td>
</tr>
<tr>
<td>Arts, Entertainment, and Recreation</td>
<td>5 / 12</td>
<td>$35,702</td>
<td>$30,000 - $46,000</td>
</tr>
<tr>
<td>Real Estate and Rental and Leasing</td>
<td>5 / 6</td>
<td>$58,600</td>
<td>$33,000 - $90,000</td>
</tr>
<tr>
<td>Unknown/Unspecified</td>
<td>52 / 132</td>
<td>$50,451</td>
<td>$20,000 - $200,000</td>
</tr>
</tbody>
</table>
Employment by Industry 2016

The chart on the following pages shows the range of industries represented in the employment plans of the Class of 2016 compared to the Class of 2015. The industries listed in the chart below are based on the North American Industry Classification System (NAICS), a standardized industry classification system used by federal statistical agencies and the Hoover’s Business Database to analyze and publish data related to U.S. businesses and the economy. This system offers comprehensive industry categories and subcategories and illustrates the wide range of industries our graduates pursue after Princeton.

Figures and sample employers are not listed where less than five students reported pursuing employment.

<table>
<thead>
<tr>
<th>Primary NAICS Industry Category</th>
<th>Sample Employers</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Number</td>
<td>Percent of Class</td>
</tr>
<tr>
<td>Finance &amp; Insurance</td>
<td>Barclays, BlackRock, Citi, Credit Suisse, Deutsche Bank, Goldman Sachs, JPMorgan, Chase &amp; Co., Morgan Stanley, Two Sigma</td>
<td>181</td>
<td>14.1%</td>
</tr>
<tr>
<td>Information</td>
<td>Google, Microsoft &amp; Facebook</td>
<td>87</td>
<td>6.8%</td>
</tr>
<tr>
<td>Educational Services</td>
<td>−</td>
<td>42</td>
<td>3.3%</td>
</tr>
<tr>
<td>Health Care &amp; Social Assistance</td>
<td>National Institutes of Health</td>
<td>41</td>
<td>2.1%</td>
</tr>
<tr>
<td>Other Services (except Public Administration)</td>
<td>−</td>
<td>35</td>
<td>2.7%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>−</td>
<td>34</td>
<td>2.6%</td>
</tr>
<tr>
<td>Public Administration</td>
<td>−</td>
<td>21</td>
<td>1.6%</td>
</tr>
<tr>
<td>Administrative &amp; Support Services</td>
<td>Teach for America</td>
<td>20</td>
<td>1.6%</td>
</tr>
<tr>
<td>Wholesale Trade</td>
<td>−</td>
<td>18</td>
<td>1.4%</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>−</td>
<td>18</td>
<td>1.4%</td>
</tr>
<tr>
<td>Arts, Entertainment, &amp; Recreation</td>
<td>−</td>
<td>12</td>
<td>0.9%</td>
</tr>
<tr>
<td>Primary NAICS Industry Category</td>
<td>Sample Employers</td>
<td>2016</td>
<td>2015</td>
</tr>
<tr>
<td>--------------------------------</td>
<td>-----------------</td>
<td>------</td>
<td>------</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Number Employed</td>
<td>Percent of Class</td>
</tr>
<tr>
<td>Real Estate &amp; Rental &amp; Leasing</td>
<td>—</td>
<td>6</td>
<td>0.5%</td>
</tr>
<tr>
<td>Construction</td>
<td>—</td>
<td>5</td>
<td>0.4%</td>
</tr>
<tr>
<td>Management of Companies &amp; Enterprises</td>
<td>—</td>
<td>5</td>
<td>0.4%</td>
</tr>
<tr>
<td>Transportation &amp; Warehousing</td>
<td>—</td>
<td>Less than 5</td>
<td>—</td>
</tr>
<tr>
<td>Accommodation &amp; Food Services</td>
<td>—</td>
<td>Less than 5</td>
<td>—</td>
</tr>
<tr>
<td>Utilities</td>
<td>—</td>
<td>Less than 5</td>
<td>—</td>
</tr>
<tr>
<td>Mining, Quarrying, &amp; Oil &amp; Gas Extraction</td>
<td>—</td>
<td>Less than 5</td>
<td>—</td>
</tr>
<tr>
<td>Unspecified</td>
<td>—</td>
<td>132</td>
<td>10.2%</td>
</tr>
</tbody>
</table>
Internships, jobs and academics provide valuable opportunities for students to explore career-related interests and develop their skills. Each year, we survey undergraduate students to identify the ways they spent their summer. The following summarizes the responses from 1,704 students from the Classes of 2017, 2018 and 2019, and information from academic departments and employers.

### Funding

- **71.3%** Paid/received funding
- **13.9%** Unpaid/did not receive
- **14.8%** Unknown

**Types of Summer Experiences**

- **72.7%** Internship/summer job
- **12.7%** Research
- **8.5%** Academic study
- **6.1%** Volunteering, travel & other activities
How Princetonians Found Their Summer Opportunities

- **Family/Friend**: 451 (31.2%)
- **Princeton-affiliated Programs**: 406 (28.1%)
- **Career Services’ Resources/Events**: 369 (25.5%)
- **Faculty/Staff**: 342 (23.7%)
- **Internet Posting**: 334 (23.1%)
- **Previous Internship/Activity**: 189 (13.1%)
- **Other***: 141 (9.8%)

Since multiple resources could be selected, the graph depicts the total number of students that reported using each resource.

* Includes tactics such as researching organizations online and direct outreach to employers.

94% of students reported having an internship or job during their time at Princeton before graduating.
69% reported summer experiences in the U.S.

Top U.S. Destinations

New York, NY 18%
Princeton, NJ 14%
Washington, D.C. 7%

24% reported summer experiences internationally

Top International Destinations:
China
France
United Kingdom

*7% did not report a location
## Internship Salary Averages by Industry*

Internship salary figures are summarized below by industry using the NAICS categories.

<table>
<thead>
<tr>
<th>Occupational Job Function</th>
<th>Number Reporting</th>
<th>Weekly Salary Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>Educational Services</td>
<td>204</td>
<td>$486</td>
</tr>
<tr>
<td>Professional, Scientific, and Technical Services</td>
<td>78</td>
<td>$717</td>
</tr>
<tr>
<td>Finance and Insurance</td>
<td>62</td>
<td>$1,298</td>
</tr>
<tr>
<td>Information</td>
<td>51</td>
<td>$1,163</td>
</tr>
<tr>
<td>Health Care and Social Assistance</td>
<td>50</td>
<td>$447</td>
</tr>
<tr>
<td>Other Services (except Public Administration)</td>
<td>36</td>
<td>$469</td>
</tr>
<tr>
<td>Public Administration</td>
<td>33</td>
<td>$586</td>
</tr>
<tr>
<td>Administrative and Support Services</td>
<td>14</td>
<td>$893</td>
</tr>
<tr>
<td>Manufacturing (Computer, Appliance, Machinery, Transportation)</td>
<td>14</td>
<td>$875</td>
</tr>
<tr>
<td>Arts, Entertainment, and Recreation</td>
<td>12</td>
<td>$520</td>
</tr>
<tr>
<td>Accommodation and Food Services</td>
<td>8</td>
<td>$714</td>
</tr>
<tr>
<td>Manufacturing (Chemical, Paper, and Printing)</td>
<td>8</td>
<td>$651</td>
</tr>
<tr>
<td>Construction</td>
<td>5</td>
<td>$540</td>
</tr>
<tr>
<td>Retail Trade (Sporting Goods, General, Other)</td>
<td>5</td>
<td>$1,144</td>
</tr>
<tr>
<td>Unspecified</td>
<td>131</td>
<td>$478</td>
</tr>
</tbody>
</table>

*For full-time internships only.