Director’s Note

The Internet’s rise, geographic repositioning of customer service and manufacturing, and supply versus demand inequities yielded decline of on-campus recruiting in the 90s that continues today. And, with increased numbers of students and decrease in post-bac jobs, employer outreach and visitations morphed into target school only strategies. In response, some expanded “if we ask, they will come” efforts that yielded little. We at Rochester planned and launched collaborative as well as institution-specific off-campus efforts. Our Career and Internship Connection consortia in NYC, DC, Boston and LA are today the largest, and most effective programs in the nation and yield thousands of interviews, and unparalleled “networking for consideration” options. Annually, goal articulate Rochester candidates attain the most pre-selected interviews of all consortium schools. Our New York Recruiting Program and New York Minute events, held in cooperation with the Simon School, reveal how empowering alumni to be champions who pre-screen candidates and who insist their firms interview our candidates, can generate consideration by the most selective finance, banking and consulting firms. Today, with continued support of faculty and others, we look forward to expanded offerings and continued success.

Burton Nadler, Assistant Dean & Director
Gwen M. Greene Career & Internship Center

Students Find Success Through Off-Campus Recruiting

This academic year, hundreds of University of Rochester students have attended off-campus recruiting events sponsored by the Gwen M. Greene Career & Internship Center and have succeeded in finding interviews, internship and job opportunities. The Greene Center created consortium-based recruiting events in various cities nationwide as an alternative to traditional on-campus recruiting efforts. These events allow students to meet employers outside of the Rochester area in specific fields of interest and set up pre-screened interviews.

The Career & Internship Connections (CICs) are run primarily by the Greene Center and consist of events held in New York City, Boston, Washington DC, and Los Angeles during the January Winter Break. They include students from 18 prestigious colleges and universities from around the country.

Jamie Tartell (‘15) said, “The CIC fair is by far the most valuable event that the Career Center sponsors. I found out about it through their website and attended the New York one for the past two years. Both times, I left with great offers and a better sense of clarity about what I wanted to do.”

Employers also find the CICs a great source of qualified candidates. Lucy Pullen, Corporate Recruiter at Carlisle & Co., a privately-owned boutique strategy firm based in Concord, MA, said, “We are a small firm with a small recruiting team, so the opportunity to meet students from a strong national consortium of universities at one fair is very beneficial. For Carlisle, January is a key month for our summer internship hiring—we receive hundreds of resumes for our ten-week paid internship, and so the opportunity to meet us in person is an added benefit.”

For Adam Kane (‘15), attending the NYC CIC was an intense and rewarding experience. He found it was the perfect opportunity for him to make meaningful professional connections with potential employers in his ideal location. Kane was able to secure an interview through the resume pre-screening application process and met dozens of other students and prospective employers throughout the day of the event. (cont.)
We Offer Career Center Seminars for All Students!

Getting Started / Resumes & Cover Letters / Interviewing for Internships, Graduate Schools & Career Options / Job & Internship Searching / How to Work a Career Fair

See our blog for descriptions & dates @ tinyurl.com/URcareerseminars

Three Ways to Get In Touch with the Career Center

As spring break is now underway, many students are thinking about summer internships and/or declaring their majors. The Greene Center has instituted a variety of walk-in and appointment options that students can utilize for help.

Walk-Ins - Available week days from 10am-4pm, perfect for getting started on resumes, resume and cover letter reviews, and questions about upcoming events or resources.

Same-day 15 minute appointments - Scheduled throughout the week with different themes, students can sign up as of 9am for appointments during the day with a variety of specialists, including Director’s Hours, Internship Thursdays, Finance, and Engineering options. These are great for getting started on an internship search, quick questions about applications and strategy, and follow up to previous meetings. For more information & schedule, visit tinyurl.com/UR15minslots

Career Specialist Appointments - Scheduled further in advance (typically a 2-3 week wait depending on counselor), these 30-60 minute appointments are best used for career counseling concerns (including major selection, internship search strategizing, interview preparation, and field specific questions regarding resumes and cover letters).

Students Find Success Through Off-Campus Recruiting (cont.)

Said Kane, “It was inspiring to see so many of my peers working so hard to make connections to begin their careers, and to be respectful and supportive of each other throughout the process.”

Another off-campus event, the New York Recruiting Program (NYRP), is held in partnership with the UR Simon School of Business, focusing on entry-level and internship hiring for Finance, Investment Banking and Consulting Employers. Held this past January in NYC, UR students found the experience enriching and helped them gain valuable interview skills, as well as internship/job offers.

Samuel Silber (’16) interviewed with two economic consulting firms at NYRP and received an offer to work as an Economic Consulting Intern at Edgeworth Economics this summer at their Washington, DC office. Similarly, Stephen Wegman (’17) received several pre-screened interview opportunities, and met with an employee benefits insurance company and two boutique finance-related executive search firms. Wegman said, “By talking to people who received the same position that I was interviewing for, I was able to learn so much about the interview style and what to expect from NYRP. I think this was crucial in helping me to prepare.”

Similarly, the Engineering and Technical Career and Internship Connection Consortium (ETCIC) provides an opportunity for students in engineering, computer science, IT and related disciplines to discuss job and internship opportunities with engineering and technical employers in Boston and New York City.

Sarah Harari (’16) scheduled interviews with five companies at ETCIC spanning the entire day, which made for a challenging but productive day in New York City. She received two offers, and secured a position as Software Engineering Intern at Vistaprint for Summer 2015. Said Harari, “The ETCIC provided me an opportunity to meet face-to-face with recruiters and to distinguish myself from a crowd of emailed applications. I am looking forward to my summer internship and I am optimistic that my networking experiences at the ETCIC will continue to help me in the future.”

Sometimes students don’t get selected for pre-screened interviews, but that didn’t stop Halley Tsai (’11), who arrived early to the ETCIC and received the last available interview slot. Tsai said, “Sometimes HR may not look through the candidates’ resumes. This can be a gamble for those who have the confidence to be able to express that he or she is the best person the company can hire. I just needed to talk with the right person who understood my ‘language’ while at ETCIC. If I hadn’t attended regardless of not receiving an interview, I never would have had my chance to meet with them in person.” About a month later, the company called Tsai and offered him an optics engineering internship.

These off-campus recruiting events have become increasingly popular, and UR students have generated the most interviews in all cities for the CICs. “What was once an idea raised at a staff meeting has become recognized as the largest and most diverse events of their kind nationally,” said Burt Nadler, Director of the Greene Center. “These events have truly impacted the lives of hundreds, nay thousands, of students in the past 15 years.”

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