

2022-2023

Annual Report





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Meet Our Team



AMY FEIFER (SHE/HER)

DEAN OF CAREER & PROFESSIONAL ADVISING

Amy oversees the strategy and operations of CCPA and empowers students on their career and life journey by encouraging them to find and create their passions, skills and interests.

Celebrating 34 Years at Haverford



Amy at her 30th work anniversary party.

After 34 years at Haverford, Director Amy Feifer announced she will be retiring at the end of the 2022-2023 school year.

Amy joined Haverford in 1989, launching her professional life as Associate Director for the Haverford location of the joint Bi-Co Career Development Office before becoming Director of Haverford's stand-alone career center. Since then, she has provided dedicated and effective leadership for the CCPA while also serving as a personal advisor and mentor to generations of Haverford students and alumni.

In her own words, Amy expressed deep gratification for having “empowered thousands of students and alumni on their career and life journey, helping them to find and create their passions, skills, and interests.” Indeed, through Amy’s tireless efforts, the CCPA has established a strong foundation that we will continue to build upon for the benefit of future generations of Fords.

*-John McKnight
Dean of the College*

Meet Our Team



SARA ABBAZIA (SHE/HER)
PROGRAM
COORDINATOR

Sara plans career events and programs, oversees CCPA's publicity and social media, and advises students on their resumes and cover letters.



DREW ADAIR (HE/HIM)
ASSISTANT DIRECTOR OF
EXPERIENTIAL LEARNING AND
DIVERSITY INITIATIVES

Drew advises students in their career exploration and search processes, manages experiential learning opportunities, and liaises with BIPOC and underrepresented communities on campus.



JASON CHAN (HE/HIM)
DIRECTOR OF FELLOWSHIPS /
ASSOCIATE DIRECTOR OF
ADVISING AND ASSESSMENT

Jason coaches students and alumni applying to nationally competitive fellowship programs, provides general career advising, and directs the office's assessment efforts.



ROXANNE CLARK (SHE/HER)
ADMINISTRATIVE
ASSISTANT

Roxanne provides administrative tasks and support for CCPA, assisting staff with multiple ongoing tasks and projects benefiting students and alumni.



TODD ROTHMAN (HE/HIM)
DIRECTOR OF PRE-
PROFESSIONAL ADVISING

Todd advises students and alumni interested in pursuing postgraduate studies in law and the health professions, and provides guidance on successfully navigating the admissions process.



MIA WITTELS (SHE/HER)
ASSOCIATE DIRECTOR OF
EMPLOYER RELATIONS

Mia connects Haverford students to employers for internships and post-graduate jobs that match their unique interests, and collaborates with Tri-Co colleagues to organize recruiting events.

Career Exploration

"WORKING IN CCPA HAS BEEN ONE OF THE GREATEST HIGHLIGHTS OF MY HAVERFORD EXPERIENCE."

— ANUBHAV SHARMA '23



Anubhav graduated this spring with a degree in computer science and mathematics. He also worked as a CCPA intern all four years of college.

"My first year, I came to the US knowing little about how a career after college worked," said Anubhav. "Right now, I am not only working full-time but also with options of engineering and business grad schools. While I was advising peers in my capacity as Advising Intern, I was also able to expand my network. Overall, my experience working in CCPA has been of immense learning and growth."



"ALL OF THESE RESOURCES HAVE BEEN INTEGRAL PARTS OF MY CAREER JOURNEY TO DATE."

— CELIA PAGE '23

Celia, who graduated with a degree in economics, will start as a Markets Analyst at JPMorgan Chase & Co. She says, "CCPA provided me with countless resources including resume building, interview preparation workshops, access to Handshake, and various events with our amazing alumni network."

CCPA BY THE NUMBERS

3,279

touchpoints with students

504

students received career advising

556

unique student and alumni attendees across all career events

107

unique alumni participated in recruitment efforts

89

Haverford and Tri-Co career events

STUDENT ENGAGEMENT BY MAJOR*

64% of all Arts & Humanities majors

61% of all Social Sciences majors

67% of all STEM majors

**includes advising appointments, document reviews, and event attendance*



Students in Founders Hall talking to a Campus Philly representative. Photo by Holden Blanco '17.

Haverford's Largest Career Fair in History

In January, the **Tri-College Career Fair** was held in-person for the first time in over three years. **43 employers** from various industries tabled at the event, including Vanguard, Fast Enterprises, City Year, and Syncro Medical. **Over 500 Tri-Co students** attended the event, participating in networking conversations and a LinkedIn Photo Booth. **48% of attendees were first years or sophomores**, which is the highest percentage of underclassmen that have ever attended a Tri-Co career fair.

Of the 350 attendees that were surveyed, **60%** reported that they gained a **better understanding of at least one career field** by participating in the event.

Employer Quotes

“ I was impressed to see so many sophomores. It is excellent that students who are still early on in their undergraduate career are taking advantage of these opportunities! ”

“ Each student I spoke to was very professional, and I am looking forward to staying in communication with them and hopefully offering them positions! ”

“ It was great connecting with the students and many were eager to talk and already did their research on our company, which was a very nice surprise! ”

Pre-Professional Advising



Graduate and professional school can be a significant, meaningful, and career-defining endeavor, academically and professionally. CCPA helps students and alumni explore the range of professional fields of study and make informed decisions about their next steps after Haverford. We provide individualized advising to all pre-law and pre-health students and alumni, regardless of where they are in the application process.

PRE-HEALTH HIGHLIGHT: MOCK INTERVIEW PROGRAM

Our alumni mock interview program prepares applicants for their medical school interviews by assigning them to Haverford alumni who are currently practicing physicians. The alumni conducted mock interviews with applicants to sharpen their interviewing skills and increase their confidence. This year, CCPA made **22 alumni-student matches**.

PRE-LAW HIGHLIGHT: ADMISSIONS WORKSHOP

Students and alumni participated in a Law School Mock Admissions Workshop, led by the Directors of Admission of four national law schools (Boston College, Fordham University, University of Iowa, and University of California-Irvine). Participants gained a unique behind-the-scenes perspective on how law school admissions committees review applications and make decisions.

353

total pre-health advising appointments with 186 unique students/alumni

140

total pre-law advising appointments with 59 unique students/alumni



Lauren Kinne '23 during her internship at James J. Peters Veterans Affairs Hospital.

"NAVIGATING MEDICAL SCHOOL ADMISSIONS IS INCREDIBLY DAUNTING, BUT HAVERFORD'S DIRECTOR OF PRE-PROFESSIONAL ADVISING, TODD ROTHMAN, HAS GIVEN ME SUPPORT AT EVERY STEP OF THE PROCESS."

— LAUREN KINNE '23

Experiential Learning

CCPA supports students as they apply academic knowledge to the world beyond the classroom.

35

students received funding for Summer 2022

\$159,800

in total funds awarded for Summer 2022

28

participants in the Extern Program



From left to right: Maria Reyes Pacheco '24 during her internship at Heritage Frederick; Jason Edmonds '23 with Skip West at his internship for MAXSA Innovations; Levi Raskin '24 making stone tools as part of his internship at the Koobi Fora Field School.

SUMMER FUNDING

CCPA's funding sources allow students to choose from a wide variety of industries and interests in order to gain experience and build expertise. These competitive offerings include:

- **Whitehead Internship** for small business enterprise, venture capital, investment and entrepreneurial endeavors
- **Kevin R. Jones '94 Career Development Internship** for students with demonstrated financial need who have displayed a commitment to social justice issues
- **Percina Tanasi Fund** (new in 2023!) for students engaged with environmental issues.

EXTERN PROGRAM

The Extern Program enables students to explore different career options via short-term, first-hand glimpses into one or more fields of interest. This is done through the generosity of Haverford alumni who "sponsor" current students as they shadow professionals in the workplace during the winter and spring break periods. This year, students were able to shadow alumni at **25 different organizations.**



Imperial College
London



From left to right: Chace Pulley '21 during her Fulbright English Teaching Assistantship in Colombia; Darius Graham '22 at the Imperial College London for his Fulbright Study/Research grant; Brandon Pita '22 at the Catedral de Santa María la Real de la Almudena for his Watson fellowship.

Fellowship Advising

OVERVIEW

Our fellowship recipients and finalists this year represented the breadth of talent among Haverford students and alumni. Among this group of scholars, educators, scientists, storytellers, public service leaders, and change agents were **4 Fulbright grantees, 2 Goldwater Scholars, a Watson Fellow, and Haverford's first Truman Scholar in over 20 years.**

Across the last three application cycles, **94%** of applicants reported gaining a **stronger ability to articulate their academic and professional interests** and **86%** reported gaining **greater confidence in pursuing their goals.**

FEATURED EVENTS

This year, we continued to expand our **summer peer tutor partnership with the Writing Center.** Students engaged in a training session for writing tutors, a three-part workshop series on writing personal statements, peer-to-peer support, and individual writing tutor appointments for applicants.

Additionally, we piloted an **interactive half-day fellowship workshop** that gave prospective applicants knowledge and resources to get started with the upcoming application process.

300+

fellowship advising meetings with 129 students and 19 alumni

200+

essay reviews

59

applications submitted by 55 applicants to 10+ fellowship programs requiring institutional endorsement

Alumni & Employer Engagement



HAVERFORD CONNECT

Haverford College's official networking community

| | |
|-------|-----------------------------------------|
| 3,458 | active alumni users |
| 3,697 | messages between alumni & student users |
| 82 | jobs shared by alumni |

HIGHLIGHTS

CCPA launched a Handshake Career Interest Campaign to encourage students to share their industry and job role interests. By analyzing these insights and past recruiting data, we identified four industries to focus our programming efforts on: **consulting, environmental services, financial services and software engineering.**

FEATURED EVENTS

- **Environmental Services Career Chats:** A chance for students to talk with alumni employer partners representing Mass Audubon, AES Clean Energy, the National Center for Atmospheric Research, and the Boston Food Forest Coalition
- **Nailing the Consulting Case Interview:** A case prep workshop in partnership with the Boston Consulting Group
- **Demystifying Wall Street:** An event for first-years and sophomores to share insights about the Summer 2024 Analyst programs of Bank of America, BNP Paribas and J.P. Morgan Chase
- **Tech Talks:** Career chats where students discussed technical interviewing strategies with professionals from Amazon, Bloomberg, and Pinnacle 21

FEATURED RESOURCES

- **LeetCode:** Technical interviewing practice for jobs in technology
- **Industry 101 Guides:** 20+ new Handshake articles providing industry-specific resources and knowledge
- **Management Consulted:** An online resource for consulting, including resume examples, interview guidance, case studies, and advice for finding management consulting jobs

Early Engagement & Key Collaborations



STEPS FOR CAREER SUCCESS

CCPA launched a pass/fail course that runs for six weeks once a semester. Each week, students are introduced to career-related topics such as networking, job-searching, and using online resources. By the end of the class, each student had completed a **resume and cover letter**, conducted an **informational interview** with a professional, and practiced an **elevator pitch** in front of the class.

Students reported **increased confidence** and **encouragement** to use **career resources**, as well as **less intimidation around career preparation**.

CHESICK COLLABORATIONS

CCPA collaborated with the Chesick Scholar (**first-generation, low-income**) Program on a variety of programs, such as:

- **Preparing for Haverford Financially:** a new student pre-arrival workshop focused on navigating work-study guidelines and securing on-campus jobs
- **Family Dinner Cover Letter Workshop:** a night program where students learned about cover letter construction from CCPA staff
- **Wine and Chesick Night:** a networking preparation/practice event.



ATHLETES AT WORK

CCPA collaborated with the Athletics Department and the Student Athletics Advisory Council (SAAC) on a new six-week panel series called **Athletes at Work**. Together, the three organizations recruited over **25 alumni employer partners** to sit on industry-specific and affinity-focused panels. These panels focused both on industry knowledge and the ways that experience an athlete can help students succeed in their careers.

Campus Visibility

This year, CCPA focused on reestablishing connections to the campus community.

1,000+

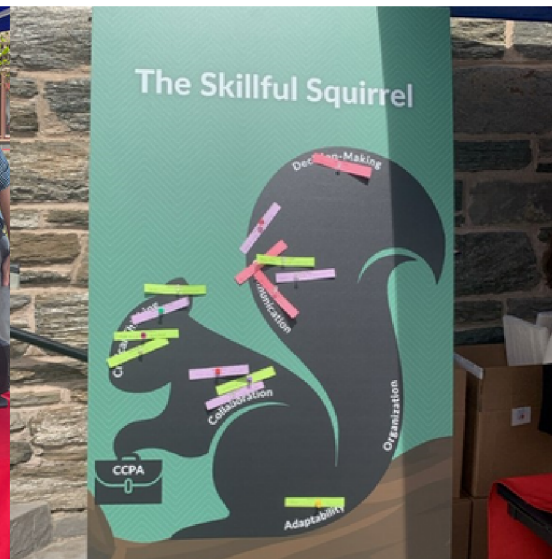
followers across Instagram and Tik Tok

81%

average open-rate for monthly newsletters

50+

Quick Questions drop-in sessions at the Dining Center



EVENT SPOTLIGHT

In April, CCPA held a **Sweet Treats and Summer Plans** event. **200+ students** participated and shared the skill they most wanted to develop in their summer internships and/or other summer experiences. Using the “Skillful Squirrel” boards, which listed six key career-related competencies (**Critical Thinking, Communication, Collaboration, Adaptability, Organization, and Decision-Making**), students wrote down their summer plans and pinned them next to the skill they most wanted to develop. In exchange, they received ice cream! CCPA will hold this event again in the fall to help students reflect on the skills they actually developed.

FOLLOW US ON INSTAGRAM: [@CCPAHAVERFORD](#)



Office news, event spotlights, student and alumni blogs, and more!

Curricular Approach

Inspired by the curricular approach to student affairs, CCPA spent the last year reviewing learning outcomes for career readiness.

OUR PROCESS

1. **Reviewed institutional documents**, professional association mission statements, empirical research reports and studies, and news articles to identify key trends in higher education, college student experiences, career services, jobs and employment and workforce development
2. **Drafted CCPA's educational priority**, or our broadest aspiration for student learning when it comes to career and professional development
3. **Identified a set of learning goals** and associated learning outcomes to inform the programs and services we offer students
4. **Created rubrics** to describe and assess how students develop the skills and competencies of each learning goal and outcome

CCPA'S LEARNING GOALS*

**subject to change*



Self-Awareness

Students will foster and exhibit curiosity about their unique qualities, talents, and challenges to increase their knowledge of self – professionally and personally.



Communication

Students will learn how to communicate effectively with others through multiple modalities.



Career Management

Students will effectively navigate and manage their professional goals and career trajectories.



Professional Identity

Students will develop a professional identity that is in line with their values, aspirations, and purpose.



Multicultural Competence

Students will demonstrate informed awareness of different cultures, lifestyles, abilities, and communities in their professional careers.



Stokes Hall

→ Auditorium

FRANCIS A. STOKES '94
1915-1994
1994

