



# Annual Report



Stokes Hall 300



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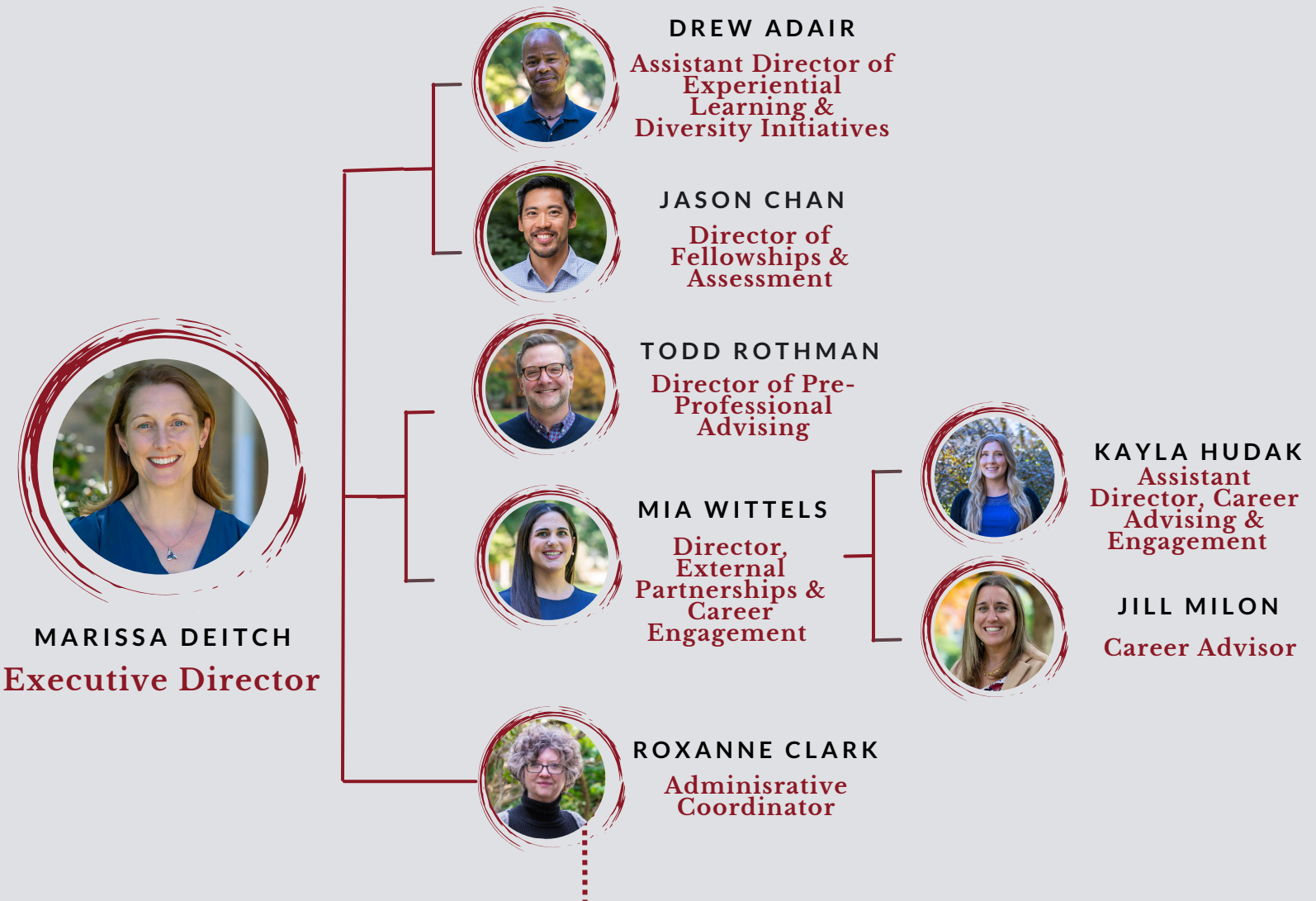
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# Meet Our Team

## CCPA ORGANIZATIONAL CHART



The Center for Career and Professional Development (CCPA) supports Haverford's mission of preparing students for lives of integrity, ambition, and purpose. We believe that a liberal arts education is integral in developing students' career readiness and professional identities. By providing exceptional and data-informed career advising and programming, we help students make meaning of their academic and co-curricular experiences, articulate their skills, and develop a professional network to navigate an ever-changing world of work. Together with campus and external partners, our core focus is empowering students to make thoughtful post-graduate decisions and forge career pathways that align with their identities, interests, and values at Haverford and beyond.

# Executive Summary



During the 2023-24 academic year, the Career and Professional Advising Center made significant strides in enhancing student's career engagement and preparedness. This summary outlines the key goals and highlighted achievements the CCPA undertook to support students' career development and ensure they are well-equipped with the necessary skills and opportunities to succeed after graduation.

~ Marissa Deitch, Executive Director

## INCREASE STUDENTS' CAREER & PROFESSIONAL DEVELOPMENT

- Achieved 3,809 engagement touchpoints in 2023-24 (up from 2,957 last year).
- Conducted 1,995 individual appointments with high satisfaction (4.8-4.9/5).
- Hosted myriad internship, career, fellowship & grad school events
- Increased usage of career tools: Handshake, Big Interview, and FOCUS2.
- Enhanced alumni-student interactions through Haverford Connect.

## DEVELOP STUDENTS' CAREER READINESS SKILLS

- Organized skill-based & industry events such as AESOP Academy and Tech Talks.
- Provided online skill development with tools like Wall Street Prep (Excel, financial analysis, PowerPoint, financial modeling).
- Facilitated self-assessment in advising; 80%+ of students felt better prepared for career goals.

## ESTABLISH & STRENGTHEN COLLEGE PARTNERSHIPS

- Supported first-year and sophomore career development through partnerships with Athletics, the Office of Academic Resources, and the Office of Admission.
- Provided support to classes, Chesick Scholars & pre-professional student groups.
- Involved 31 faculty and staff from 24 departments in fellowship processes.

## PREPARE STUDENTS FOR POST-HAVERFORD DESTINATIONS

- Expanded early assurance partnerships for medical schools.
- Hosted industry-specific events and site visits to enhance career readiness.
- 1,400+ Tri-Co students engaged in career fairs, networking events, and site visits.
- Executed recruiting events: Fall & Spring Fairs, Inclusive Hiring Meet-Ups, Biotech & Pharma Meetup, and Career Treks (McKinsey, USLI, and Day on the Hill).

## ADVANCE THE COLLEGE'S STRATEGIC INITIATIVES

- Initiated a CCPA strategic planning process, aiming for plan finalization by fall 2024.
- Co-led "Summer Experiences for All" strategic plan implementation group, working to expand financial resources for funded summer experiences by 2030.
- Participated in "Building a Co-curricular Learning Model" strategic plan implementation group.



## Engagement with Current Students and Alumni

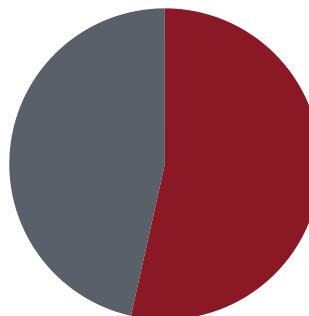
(career, fellowship, and graduate or professional school advising or events)

Period: July 1, 2023- June 30, 2024

**3,744**  
Points of  
Engagement

CCPA Event Attendance

1,741



Individual appointments  
2,003

# Alumni & Employer Engagement



## Campus Recruiting

Over 100+ unique employers and grad schools recruited through Tri-Co campus recruiting this year. Here is a sampling:

**Art, Design & Entertainment:** ArtistYear, Sesame Place, Urban Outfitters

**Business & Finance:** Federal Reserve Bank of Philadelphia, JPMorgan Chase, Perpay, PNC Bank, RBC Capital Markets, The William Penn Foundation, USLI, Vanguard

**Biotech/Life Sciences/Pharmaceutical:** CVS Health, Integral Molecular, GlaxoSmithKline, Pfizer, Syncro Medical

**Consulting:** Accenture, BCG, Deloitte Consulting, IQVIA, Kearney, L.E.K. Consulting, McKinsey

**Public Service:** City Year, College Possible, Commonwealth of Pennsylvania, Peace Corps, PHENND Fellows Program, The Institute for Responsible Citizenship, U. S. General Services Administration (GSA), United States Department of Justice

**Technology:** Amazon, Fast Enterprises, Epic, Google, Pinnacle 21, Spotify

**Graduate & Professional Schools:** Columbia Law School, Harvard Business School, Harvard Law School, Georgetown Law School, The George Washington University Law School, Rutgers-Robert Wood Johnson Medical School, Villanova University-School of Nursing, University of Pennsylvania- Perelman School of Medicine



## Tri-Co on the Hill Immersion Trip

This past spring we hosted the first in-person "Tri-Co on the Hill" immersion trip to Washington D.C. since the pandemic. The one-day event, developed by Tri-Co alumni in politics and public policy, allowed over **50 students** and five faculty and staff to explore political industries and connect with more than **25 alumni** professionals including Jonathan Wakely '05 at Covington & Burling LLP, Bruce Andrews '90 of Intel Corporation, and more from The Rockefeller Foundation and the EPA.

“  
The most impactful part of the experience was meeting Tri-Co alumni network who demonstrate deep care and desire to help us.  
”

“  
I really enjoyed getting to speak with alumni one-on-one, it was a great way to practice my networking skills and make meaningful connections.  
”

“  
I learned that the path to the Hill will never be a straight line; many different experiences will help you build to where you will go.  
”

# Fellowship Advising



## Anagha Aneesh '24



Anagha was awarded a **Fulbright grant** to Germany, where she will conduct computational chemistry research at the University of Jena.

## Annie Barrett '24



Annie was awarded a **Watson Fellowship** to explore cultural perspectives on aging, dementia, and elder care in countries around the world.



Haverford was named a Fulbright Top Producing Institution for the 8th time in the past 9 years.

Over 90% of applicants said the application process enhanced their ability to connect past experiences to who they are and where they're headed.

## Highlights of the Year

### Fulbright Recipients

Anagha Aneesh '24  
Maya Antonio '24  
Woodkensia Charles '24  
August Muller '23  
Mackenzie Tygh '23

### Truman Finalist

Bukky Olegbuko '25

### GEM Fellow

Seun Eisape '24

### Japan Exchange and Teaching (JET) Program

Atira Glenn-Keogh '24

### Watson Fellows

Annie Barrett '24  
Emma Schwartz '24

### Goldwater Scholars

Aamina Dhar '25  
Gabe Jones-Thomson '25

### Boren Scholar

Michael O'Connell '24

### Center for the Study of the Presidency and Congress (CSPC)

Presidential Fellow  
Vivek Veluvali '25



**293**

total appointments



**143**

students/alumni advised



**54**

applications submitted

These interactions afforded students the chance to reflect on their interests and aspirations, describe their experiences clearly and persuasively, and identify future career directions.

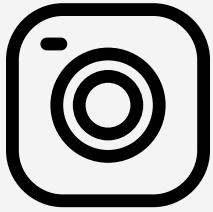
# Student Outreach & Engagement



## Social Media

Instagram insights

Follow us →



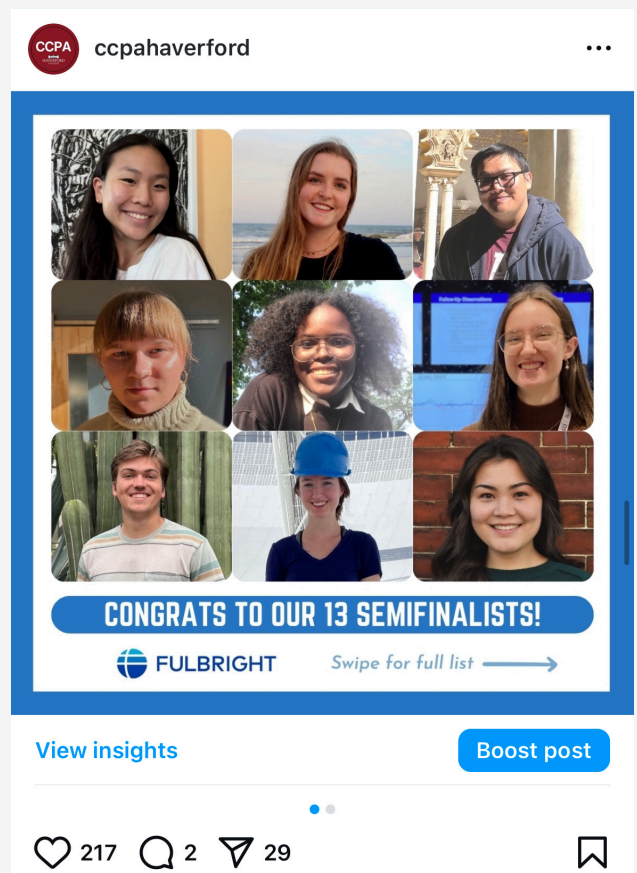
1,135  
Followers

Most liked Instagram post →

## Monthly Newsletters



82%  
Average  
open rate



# Spotlight on New Career Resource



Big Interview is a new online system for Fords that combines training and practice to help students improve their resumes, learn and practice interview techniques, and build confidence.

The platform also provides virtual interview practice for general, behavioral, competency, and industry-specific questions. Big Interview also offers a resume review feature leveraging the power of AI to provide immediate feedback.



114 users



153 videos  
recorded



81 resumes and 127  
interview responses were  
scanned and provided with  
feedback

# Experiential Learning



## CCPA-Funded Internships

Through the ongoing generosity of several alumni and friends of the College, CCPA provided funding for summer experiences (internships or research projects) for **33 students** during summer 2023. A sampling of organizations and fields include:

- Whole Women's Health of Charlottesville (**healthcare/reproductive rights**)
- Brazilian Foundation for Sustainable Development (**environmental research**)
- New Day Films (**documentary filmmaking**)
- Ben Franklin Technology Partners (**entrepreneurship & innovation**)
- TIFF Advisory Services, Inc. (**investment management**)
- District Attorney's Office of Montgomery County (**law enforcement**)



Read more about students' summer experiences here: <https://hav.to/lfr>



### Samanyu (Sam) Kurra, Class of '24 Economics and Mathematics double major

Whitehead Intern, Summer 2023  
Venture Capital Analyst, De-Carceration Fund, Summer 2022  
Haverford Microfinance Consulting Club  
Haverford Cricket Team

Sam kicked off his entrepreneurial path in March 2020 by shadowing the VP of Deal Origination at Greensill Capital. He expressed gratitude to the CCPA for encouraging him to explore the startup realm and gain initial experience.

Sam started his entrepreneurial journey by interning with the De-Carceration Fund in a funded impact investing role. Later, Sam interned at Ben Franklin Technology Partners through CCPA's Whitehead Program. Presently, with backing from the Haverford Incubator Program, Sam is spearheading a team to develop an app that connects young adults with common interests and hobbies, offering a platform to discover companions for shared experiences at various events.

## AESOP Academy

CCPA partnered with Panos Panidis '09 through his company, AESOP Academy, to deliver skill development training.



**115 students**  
**(70 unique students)**



**14 AESOP training courses**

“ Thank you for hosting these invaluable skill workshops. The workshops were engaging and fun, and I'm excited to have added these skills (Tableau, SQL, and others) to my toolbox. ”  
-Hassan Ayoub '25





# Partnership Highlights



## Chesick LAUNCH Events

In partnership with the Chesick Scholars Program, CCPA shared career development guidance with Chesick Scholars on various career planning topics through the following co-sponsored events:

- Networking & Creating Your Elevator Pitch
- Graduate School
- Funded Internships
- Financing Graduate School
- Gearing Up for Professional School
- Wine and Chesick Night: Networking Event
- Fellowships
- Medical School Talk

# 172

## Scholars Attended LAUNCH Events



## Affinity Based Career Events

Moving forward on CCPA's goal of creating meaningful support for diverse and underrepresented Haverford communities, we partnered with students, campus colleagues, and alumni to co-host:

- **The Haverford Queer Professional Network's (HQPN) Student-Alumni Panel Presentation and Networking Event**, in collaboration with GRASE (Center for Gender Resources and Sexuality Equity) and MAAG (Multicultural Alumni Action Group)/Alumni Relations
- **The Black Student League's (BSL) Student-Alumni Networking Lunch/Panel** in collaboration with MAAG/Alumni Relations and REEO (Race & Ethnicity Education Office)
- **Inclusive Hiring Meetups Student-Employer Networking Nights** where students can connect with organizations committed to creating diverse, equitable, and inclusive workplaces

## Student Spotlight



### Michela Jones, Class of '25 Health, Equity & Society (self-designed major)

Talent & Culture Intern, LPGA, Summer 2024  
Sanctions Intern, USA Track & Field, Summer 2023  
Sentara Healthcare Intern, Summer 2022  
Alumni Association Executive Committee  
Athletic Diversity, Equity & Inclusion Council

Michela, originally from Norfolk, VA, is a rising senior and a member of the women's basketball team. As a student-athlete, Michela attended CCPA's Athletes@Work panels to explore creative and sports careers. In the fall of 2023, Michela partnered with CCPA to moderate the BIPOC & FLI in Leadership Panel. Additionally Michela attended CCPA's From Fords To

Forbes event with Arn Tellum, '76 who shared his career journey and thoughts on ethical leadership in the sports industry. Michela also participated in a campus information session with Harvard Business School. Michela will join CCPA's Intern staff in the fall of 2024, moving toward her career ambition of becoming a head collegiate basketball coach and/or a senior executive for a professional sports league or organization.



**384**

total pre-health  
advising  
appointments with  
**184** unique  
students/alumni



**144**

total pre-law  
advising  
appointments with  
**69** unique  
students/alumni



**101**

total graduate school  
advising  
appointments with  
**73** unique  
students/alumni

## Pre-Health: Partnership Highlight Medical School Early Pathways

In pursuit of expanding early assurance medical pathways, CCPA established a formal partnership with Rutgers-Robert Wood Johnson Medical School (RWJMS) to offer its Academic Clinical Experience Summer (ACES) Program to Haverford students. This was Haverford's fifth partnership providing early medical pathways for students. Successful participants in the ACES Program are eligible for early assurance acceptance to RWJMS.

### ACES Program Highlights:

- 6-week summer program
- Academic and clinical experiences
- Faculty mentoring & interaction with current medical students and physicians
- Targets economically disadvantaged or under-represented sophomores
- Includes tuition and housing stipend



## Pre-Law: Event Highlight Legal Education for Change-Making

CCPA coordinated an in-person dinner and discussion in partnership with Haverford's Center for Peace and Global Citizenship.



Kristin Theis-Alvarez, Chief Academic Officer and Senior Assistant Dean at UC-Berkeley Law School, engaged twenty-five Haverford students about how law can be effectively used as an instrument for social change and the value of legal education.

# Notable Service to the Profession



**Jason Chan, Director of Fellowships & Assessment**

**Jason Chan, Presenter**  
National Association of Fellowship  
Advisors Regional Meet-Up  
*Data-Driven Practices to Advancing  
Your Office's Goals:*  
April 2024



**Todd Rothman, Director of Pre-Professional Advising**

**Todd Rothman, Presenter**  
Law School Admission Council Annual  
Conference  
*Two Sides of the Same Coin: Prelaw  
Advisors as an Active Part of Your  
Recruitment Strategy:* May 2024

**Mia Wittels, Conference Co-Chair**  
Eastern Association of Colleges &  
Employers (EACE): June 2024  
*Selected as Director, Member  
Services for the EACE Board of  
Managers: 2024-2026 Term*



**Mia Wittels, Director of External Partnerships & Career Engagement and EACE Conference Keynote Speaker**  
**Jameel Rush, Director, Inclusion Programs at Google**

# CCPA Intern Spotlight



CCPA's Interns learned how to review and provide helpful feedback to their peers on professional documents, including resumes and cover letters. They also assisted in delivering career events and presentations.  
**#InternExcellence**

Pictured left to right: Director of Fellowships, Jason Chan, CCPA Interns: Jacob Chan '24, Paeton Smith-Hiebert '26, Danylo Shudrenko, '26, Lyla Saigal, '26, Mary Zhou, '25, and Edgar Leon, '25

**CCPA Interns Conducted:**



**60**

**Individual Meetings with Peers**

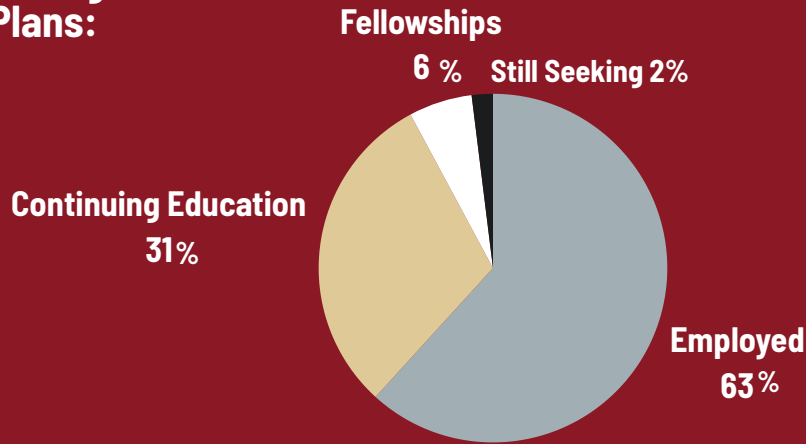


# FIRST DESTINATIONS:

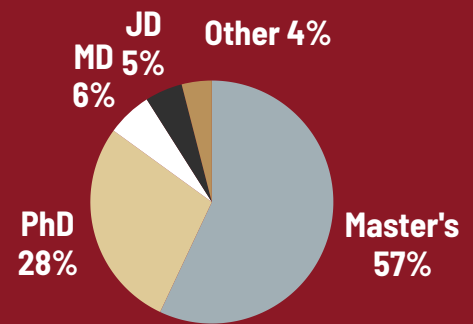
## WHERE DID THE CLASS OF 2023 GO?

**98% OF THE CLASS OF 2023 SECURED A SUCCESSFUL POST-GRAD OUTCOME WITHIN 6 MONTHS OF GRADUATION**

### Breakdown of Post-grad Plans:



### Breakdown of Continuing Education Degree Types:



Data based on post-graduation plans for 301 of the 352 graduates within 6 months of graduation, representing an 85.5% knowledge rate

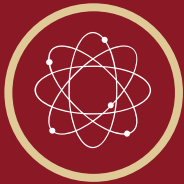
## TOP 5 INDUSTRIES



**Business & Financial Services**  
30%



**Healthcare & Public Health**  
11%



**Science & Technology**  
30%



**Government & Public Service**  
6%



**Law**  
5%

# 82%

of those working responded that their employment path was mostly or directly relevant to their career interests.

# Advancing Haverford 2030



The Robinson Family Foundation, with lead support from Alex Robinson '96, has generously committed an endowment gift of \$2 million to create the Robinson Summer Fellows Program Fund to support the College's strategic goal to fund at least one paid summer internship, language study, fellowship, or research position for each student who wants one during their four years at Haverford.

Pictured left to right: President Wendy Raymond, Alex Robinson, '96, Chair of the Board of Managers Charley Beever, '74, and the CCPA's Executive Director, Marissa Deitch

## Looking Ahead



**CCPA will debut a strategic plan in the fall of 2024 to outline our aspirations through 2030. CCPA will continue to advance our work in five critical areas during the 2024-25 academic year.**

1. Increase students' career and professional development
2. Develop students' career readiness skills
3. Establish and strengthen college partnerships
4. Prepare students for post-Haverford destinations
5. Advance the college's strategic initiatives by helping to:
  - Lead an implementation group to develop recommendations for achieving the Haverford 2030 "Summer Experiences for All" strategic goal.
  - Enhance the College's internship funding application process and improve data collection and assessment of summer funding.
  - Build an intentional, sequential, and holistic approach to facilitating co-curricular experiences.

