Dear Friends of the Max M. Fisher College of Business,

Once again, I am pleased to introduce our Office of Career Management Annual Report. Inside, you will read about a number of programs, services, initiatives and partnerships that helped propel our students to internships and post-graduate employment at some of the best companies in the world. Here are some highlights from the report:

- 98 percent of our undergraduate students graduated with at least one internship or major-related experience.
- We exceeded 4 million views of our nationally recognized Interviewing Skills Video Series featuring Fisher students and recruiters.
- 726 companies participated in our recruiting events.
- Over 3,400 students attended our Fisher Fall and Spring Internship Job Fairs.
- The companies hiring the greatest number of our students represented 11 different industries.
- Among our top-25 hiring companies, four appeared on the list for the first time.
- Among undergraduate students seeking employment and reporting their employment outcomes to the Office of Career Management, 90 percent had secured jobs within 3 months of graduation.
- 93 percent of our MBA students reported job offers within three months of graduation, continuing a 10-year trend of 90 percent or higher.
- The average salaries of jobs accepted by our MBLE ($64,234) and SMF ($65,090) students increased from the previous year.
- The percentage of U.S. domestic MAcc graduates (97 percent) and U.S. domestic MHRM graduates (94 percent) reporting job offers within three months of graduation increased from the previous year.

The three “teams” within our office (graduate services, undergraduate services, recruiting operations) worked cross-collaboratively within five “innovation” themes consistent with the college’s Strategic Plan. The areas of focus were: 1) enhancing the national prominence of our programs and services; 2) further engaging students in our programs and services; 3) enhancing our corporate and alumni partnerships; 4) further developing our global employer partnerships to provide increased opportunities for our international students; 5) focusing on future trends in recruiting and career management delivery in order to be proactive and responsive to ever-changing approaches. I invite you to read about the work and focus of these innovation teams on pages 15-16. I will briefly highlight one of them as an example:

Our International Student Innovation Team established much deeper relationships with both Ohio State’s China Gateway and multiple China-based recruiting organizations and companies. This was achieved through coordinating the on-campus presence of the China Gateway team with students, as well as through our second extended corporate outreach trip to Shanghai, Suzhou and Beijing over a 14-month period. The results were increased numbers of Chinese students attending specifically designed programs relevant to home-country employment, along with significant increases in the number of China-based job opportunities being posted on FisherConnect. As a result, I believe you will see an increase in the number of our international students securing home-country employment in next year’s annual report.

Enjoy reading about the success of Fisher students in this report, and thank you for your continued support of them and your active participation in our programs and services. I look forward to reporting back to you next year with even greater results.

Best regards,

Jeffrey D. Rice
Associate to the Dean for Staff Professional Development
Executive Director
Office of Career Management
Our Mission

The Office of Career Management will provide highly personalized services to develop the best prepared job seekers and be every employer’s favorite place to recruit.

Office of Career Management staff ........................................3-4
Career Management at-a-glance ........................................... 5-6
Engagement .............................................................................7-10
Special initiatives .................................................................11-14
Innovation teams ...............................................................15-16
Outcomes .............................................................................17-20
Office of Career Management

STAFF

THE OFFICE OF CAREER MANAGEMENT STAFF REPRESENTS 200 YEARS’ EXPERIENCE IN HIGHER EDUCATION

JEFFREY RICE
Executive Director
Jeff has been with Ohio State for 25 years, providing leadership and oversight of all daily operations.

MARGIE BOGENSCHUTZ
Senior Director, Undergraduate Career Management and Recruitment
Margie has been with Ohio State for 31 years. She leads the undergraduate team while working closely with undergraduate students and Fisher Futures.

JULIE BOOTHMAN
Career Management Assistant
Julie has been with Ohio State for two years and oversees all front-desk reception and support, and she serves as the initial point of contact for the office.

SUSAN GEIER
Recruiting Coordinator
Susan has been with Ohio State for 14 years and coordinates all on-campus interview schedules and works closely with recruiters.

ALLISON JONES
Director, Career Management & Corporate Relations
Allison has been with Ohio State for 12 years and works closely with students enrolled in the MBA program focused on marketing and organizational behavior.

AUDREY BLEDSoE
Assistant Director, Undergraduate Career Services & Education
Audrey has been with Ohio State for seven years. She works closely with undergraduate students, coordinates job search and internship courses, and she supervises peer career coaches who provide walk-in résumé reviews.

FRANCIE BUSCHUR
Graphic Designer
Francie has been with Ohio State for 14 years and leads the creation and graphic design of the annual report and all marketing collateral for the office.

NANCY GILBERTSEN
Director, Career Management & Corporate Relations
Nancy has been with Ohio State for four years and works closely with students enrolled in the MBA program focused on finance, real estate, and risk management.

DARESE DOUGLAS
Database Coordinator
Darese has been with Ohio State for 25 years and serves as the FisherConnect administrator and manages the job reporting database, Fisher Career Data Central.

NANCY GILBERTSEN
Director, Career Management & Corporate Relations
Nancy has been with Ohio State for four years and works closely with students enrolled in the MBA program focused on finance, real estate, and risk management.

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Nancy has been with Ohio State for four years and works closely with students enrolled in the MBA program focused on finance, real estate, and risk management.
JAMIE MATHEWS-MEAD
Senior Director, Graduate Career Management
Jamie has been with Ohio State for 23 years and leads the Grad Team, and works closely with students enrolled in the MBA program focused on operations and logistics management.

STEVE SINGER
Director, Career Management & Corporate Relations
Steve has been with Ohio State for 13 years and works closely with students enrolled in the Master of Accounting (MAcc) and Master of Business Logistics Engineering (MBLE) programs.

SARAH STEENROD
Director, Undergraduate Career Consultation & Programs
Sarah has been with Ohio State for 11 years and works closely with undergraduate students, Fisher Emerging Consultants, and she coordinates the Fisher Fall Career Fair.

STUDENT STAFF
The Office of Career Management could not do what we do, or achieve the results that we do, without our exceptional student staff members:

GRADUATE ADMINISTRATIVE ASSISTANTS

UNDERGRADUATE TEAM
Will Burk
Jennifer Burns
Billy Dunn
Trevor Morse
Maddy Ozvath

GRADUATE TEAM
Felicia Lilien
Yi Mon
Stephanie Pedicini
Trent Smith
Gabriella Terranova
Dominique Villoria

RECRUITING OPERATIONS
Emma Goold

UNDERGRADUATE STUDENT STAFF MEMBERS

MARKETING INTERN
Alison Sabath

CAREER EVENTS INTERN
Courtney Russell

CAREER COACHES
Juhee Kumar
Taylor Ruby
Eric Schlabach
Dylan Stern
Alex Witt

FRONT DESK STAFF
Jordan Ginsberg

JILL WESTERFELD
Assistant Director, Career Management & Corporate Relations
Jill has been with Ohio State for four years and works closely with students enrolled in the Specialized Master of Finance (SMF) and Master of Human Resource Management (MHRM) programs.

MANDY WILLIAMS
Assistant Director, Career Management & Corporate Relations
Mandy has been with Ohio State for one year and works closely with students enrolled in the Working Professional MBA program.

MARK WILSON
Director of Recruiter Relations and Technology
Mark has been with Ohio State for 20 years and leads the On-Campus Recruiting and Operations Team, managing recruiter relations and any technology needs for the office.

ALEX TOOMEY
Director, Career Management & Corporate Relations
Alex has been with Ohio State for more than four years and works closely with students enrolled in the MBA program focused on consulting and analytics.

KATIE REYNOLDS
Assistant Director, Undergraduate Career Development
Katie has been with Ohio State for two years and works closely with undergraduate students who are exploring careers in business.
Fisher’s Specialized Master of Finance program is ranked 11th overall, 2nd for value for money and 3rd for career services.

Fisher’s Full-Time MBA program ranks 8th for opening new career opportunities.

98% of Fisher’s undergraduate business students graduate with at least one internship or major-related experience.

Fisher students had direct access to 726 companies through recruiting events.

Fisher’s full-time MBA program ranks 6th for the percentage of students who found jobs through the career management office.

9,300+ The number of undergraduate students reached by the Office of Career Management team through our presentations and workshops.

Our interviewing skills video series on YouTube has over 4 million views!

Office of Career Management AT-A-GLANCE
Fisher has 5 undergraduate majors that rank in the top 15!

- Logistics: 4th
- Operations: 9th
- Marketing: 13th
- Finance: 13th
- Accounting: 14th

(U.S. News & World Report, 2017)

185 companies attended the Fisher Fall Career Fair.

420 QUIC badges were distributed during spring semester to students who passed their QUIC interview!

The Office of Career Management conducted 132 class presentations and workshops.
UNDERGRADUATE STUDENTS
7,364

UNDERGRADUATE STUDENTS BY MAJOR:

- Accounting: 18% (1323)
- Exploring/Undecided: 3% (261)
- Economics: 2% (144)
- Finance: 27% (2006)
- General Business (Regional campus): 1% (69)
- Human Resources: 2% (144)
- Information Systems: 3% (203)
- Insurance: <1% (13)
- International Business: 2% (170)
- Logistics Management: 5% (375)
- Marketing: 18% (1310)
- Operations Management: 5% (375)
- Pre-business: 12% (865)
- Real Estate: 1% (50)
- Special Major: <1% (19)

Average GPA of undergraduate students registered with the Office of Career Management: 3.4

GRADUATE STUDENTS
841

- WPMB: 340
- MBA: 212
- MHRM: 108
- MAcc: 80
- MBLE: 56
- SMF: 45

On-Campus Partners:
- Association of Staff and Faculty Women
- The Blackwell Inn and Conference Center
- Fisher Information Technology
- Global Gateways
- Graduate Programs Office
- Office of Alumni Relations
- Office of Global Business
- Ohio Union
- Ohio State Career Services Offices
- President and Provost’s Council on Women
- Undergraduate Leadership and Engagement Office
- Undergraduate Programs and Advising
- University Career Services Committee

Off-Campus Partners:
- Forté Foundation
- MBA Career Services and Employer Alliance (MBA CSEA)
- Midwest Association of Colleges and Employers (MWACE)
- National Academic Advising Association (NACADA)
- National Association of Colleges and Employers (NACE)
- National Career Development Association (NCDA)
- Ohio Career Development Association (OCDA)
- Women for Economic and Leadership Development (WELD)
ENGAGEMENT WITH UNDERGRADUATE STUDENTS

Individual consulting appointments ............................................... 1,807
Walk-in appointments w/ peer career coaches ......................... 936
for résumé review ................................................................. 898
for LinkedIn profile review ................................................... 38
QUIC interviews ................................................................... 1,163
Students attending Fisher Fall Career Fair ......................... 2,055
Students attending Fisher Spring Internship and Job Fair .... 1,416
Students attending OCM presentations and workshops ...... 4,336

ENGAGEMENT WITH GRADUATE STUDENTS

Individual consulting appointments ............................................... 1,809
Fundamentals of MBA Functions .............................................. 33
International Student Roundtable – networking .................. 34
International Student Roundtable – career fair prep .......... 70
Spring Networking Night ......................................................... 90
Career Foundation Program attendance ............................... 419
FTMBA Career Foundation Conference .................................. 90
International Student Career Foundation Seminar ............ 133
MAcc Career Foundation Seminar ....................................... 80
MBLE Career Foundation Seminar ....................................... 21
MHRM Career Foundation Seminar ..................................... 50
SMF Career Foundation Luncheon ........................................ 45
Career Success Series Workshops ......................................... 219
How To Shine At A Career Fair Or Conference ................. 72
Advanced Interviewing Techniques ..................................... 36
How To Successfully Network .............................................. 14
Job Offer Decision And Effective Salary Negotiation ......... 32
Power Of LinkedIn ............................................................... 18
Global Insights To Work Authorization ................................. 19
Virtual Career Success Series .............................................. 28
ON-CAMPUS RECRUITING

Undergraduate
Career positions
Number of companies.................. 157
Number of interviews ..................2,006
Internships
Number of companies.................. 129
Number of interviews ..................2,059

Graduate
Career positions
Number of companies.................. 66
Number of interviews ..................302
Internships
Number of companies.................. 54
Number of interviews ..................172

JOB POSTINGS

Undergraduate
Full-time ........................................ 1,786
Internship ....................................... 1,138

Graduate
MBA, full-time .................................. 570
MBA internship .............................. 228
MAcc .............................................. 408
MHRM, full time ............................. 148
MHRM, internship ......................... 75
MBLE .............................................. 261
SMF .............................................. 377

RÉSUMÉ SEARCH

Fisher College of Business students are the best, and employers are noticing. The following are the number of companies requesting résumé packets, either online through FisherConnect, or personally from one of our career consultants.

Undergraduate .......................... 271
MBA ............................................. 189
MAcc ........................................... 102
MHRM ......................................... 79
MBLE .......................................... 39
SMF ........................................... 54

COMPANY PARTICIPATION AT EVENTS HOSTED BY CAREER MANAGEMENT

Fisher Spring Internship & Job Fair........................................ 136 companies
Fisher Fall Career Fair ..................................................... 185 companies
Spring Networking Night ............................................... 33 companies
<table>
<thead>
<tr>
<th>COMPANY REPRESENTATIVES CONDUCTING MOCK INTERVIEWS, RÉSUMÉ CRITIQUES OR PRESENTATIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abbott</td>
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<td>Accenture</td>
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<td>AEP</td>
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<td>Acre: Farm-to-Table To-Go</td>
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<td>Amazon</td>
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<td>American Greetings</td>
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<td>Anheuser-Busch</td>
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<td>AT&amp;T Mobility</td>
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<td>Barclays</td>
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<tr>
<td>BASF</td>
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<tr>
<td>BDO</td>
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<tr>
<td>Becker CPA Review</td>
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<td>Big Lots</td>
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<td>Blue Horseshoe</td>
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<tr>
<td>Caesars</td>
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<tr>
<td>Cardinal Health</td>
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<td>CEVA Logistics</td>
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<tr>
<td>Cleveland Research Company</td>
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<td>Cognizant</td>
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<tr>
<td>Cohen &amp; Company</td>
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<tr>
<td>Crane Worldwide Logistics</td>
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<tr>
<td>Crowe Horwath</td>
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<tr>
<td>Deloitte</td>
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<tr>
<td>Deloitte Consulting</td>
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<td>DHL Consulting</td>
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<td>DHL Supply Chain</td>
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<tr>
<td>DISH Network</td>
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<tr>
<td>Duff &amp; Phelps</td>
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<tr>
<td>Eaton</td>
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<tr>
<td>ExxonMobil</td>
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<tr>
<td>EY</td>
</tr>
<tr>
<td>FBI (Federal Bureau of Investigation)</td>
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<tr>
<td>FedEx</td>
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<tr>
<td>Fifth Third Bank</td>
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<tr>
<td>Ford Motor Company</td>
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<tr>
<td>Gallup</td>
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<td>GAP</td>
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<td>GBQ</td>
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<td>Northwestern Mutual</td>
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<td>Ologie</td>
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<td>Penske</td>
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<td>PepsiCo</td>
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<td>Plante Moran</td>
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<td>PolyOne</td>
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<td>PPG Industries</td>
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<td>Procter &amp; Gamble</td>
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<td>Pursuit</td>
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<tr>
<td>PwC</td>
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<tr>
<td>PwC China</td>
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<td>Quicken Loans</td>
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<td>RBC</td>
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<td>RBHD</td>
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<td>RealFoundations</td>
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<td>Republic Services</td>
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<td>Resource/Ammirati</td>
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<td>RG Barry</td>
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<td>Robert W. Baird</td>
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<tr>
<td>Rolls-Royce</td>
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<tr>
<td>RSM</td>
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<tr>
<td>Schneider Downs</td>
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<tr>
<td>Scotts Miracle-Gro Company</td>
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<tr>
<td>Shell Oil Company</td>
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<tr>
<td>Stanley Black &amp; Decker</td>
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<td>Stanley Steemer</td>
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<td>Synchrony Financial</td>
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<tr>
<td>Target</td>
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<tr>
<td>Texas Instruments</td>
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<tr>
<td>The Wendy’s Company</td>
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<tr>
<td>TiER1 Performance Solutions</td>
</tr>
<tr>
<td>Walmart / Sam’s Club</td>
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<tr>
<td>Washington Prime Group</td>
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<tr>
<td>Wendy’s</td>
</tr>
<tr>
<td>William Blair</td>
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<tr>
<td>Zillow</td>
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<tr>
<td>Zimmer Biomet</td>
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</tbody>
</table>
Margie Bogenschutz, senior director of undergraduate career management and recruitment, received the David S. Bechtel Award for Outstanding Career Services Professional at the Big 10+ Allerton Conference in June 2017. One of three honors awarded at the event, Margie was recognized for her dedication and excellent service to students, employers, colleagues, and the career services community, her innovative ideas, and her active involvement in developing the profession. During her tenure in the field of career services, she has listened to employer feedback and restructured the undergraduate recruiting process by implementing a graded mock interview program, strategically collaborated with faculty at Fisher to further engage with students, and served as a representative on numerous committees and organizations on the college, university and professional level. Above all, she is an advocate for her students, colleagues, recruiters and the professional community dedicated to improving career services.

Audrey Bledsoe and Margie Bogenschutz presented ‘Engaging Seniors in Career Services: How to Leverage their Expertise’ at the Midwest Association of Colleges and Employers conference in St. Louis in July 2016. Increased competition for admission to universities has led to a higher level of sophistication and more accomplished incoming students. With this change, our office has seen an increase in student engagement early in their academic careers, resulting in many students taking on leadership roles prior to their senior year. This session addressed the question, “How can career services professionals keep seniors actively engaged and show them they are still valued members of the community?”

We also co-hosted a successful reception for alumni with the Engineering Career Services staff.
In partnership with LockIn China, a leading Chinese overseas online recruitment platform and the Ohio State China Gateway, executive director Jeffrey Rice represented the Office of Career Management in the second annual Global University Career Development (China) Conference. Attendees included career services representatives from 14 universities located in the U.S., U.K., Australia or China. Over the course of a week, 30 companies were visited in Shanghai and Suzhou, which culminated in a job fair in Beijing. There was significant interest from China-based companies in recruiting Chinese students studying at U.S. universities. The Fisher OCM will leverage this interest by inviting many of these companies to participate in virtual job fairs hosted by Fisher as well as posting job opportunities directly on FisherConnect.

The Office of Career Management partnered with LockIn China, a leading Chinese overseas online recruitment platform that offers pre-work training/job seeking guidance programs and services to host a university wide program for students exploring job opportunities in China post-graduation and beyond. Sixty-nine Ohio State students attended this inaugural event.

Discussion topics, which focused on preparing Chinese students for post-graduation success, included:
- Overview of the Chinese economic environment and opportunities within the current job market
- Employment status of overseas Chinese students
- Analysis of the online application process, résumé screening methods and interview process
- Online assessment and testing process
- Leaderless group discussion and role play

The China Gateway has been working closely with the International Student Innovation Team of the Office of Career Management to assist Ohio State students and alumni in exploring career opportunities in China.

Phoebe You, Director of the China Gateway, hosted information sessions for students during her visit to Columbus in February. During the session, You provided background on the current job market in China and gave advice on the best strategies to help students prepare for career opportunities in China. She also shared various resources that students could utilize at the China Gateway.
The Office of Career Management’s Corporate and Alumni Relations Innovation Team (CARIT) launched the inaugural Employer Appreciation Luncheon on April 21, 2017, at Ohio Stadium. The purpose of the luncheon was to enhance recruiting relationships with our valued employers, acknowledge their impact as it relates to recruiting and hiring Fisher students, and celebrate recruiting best practices. A panel of Dean’s Leadership Academy students, facilitated by University Distinguished Teaching Professor Tony Rucci, highlighted the afternoon. The panel addressed millennial reputation among employers and expectations for continued development as future leaders within global organizations.

In conjunction with the MBA Career Service Employer Alliance conference for career management professionals and employers, the Graduate Team visited alumni recruiters at several companies around San Francisco. Companies included Airbnb, Apple, Facebook, Google, Pinterest and Williams-Sonoma. The team gained an even better understanding of each company’s culture and hiring practices to inform its advising practices. While in San Francisco, the Office of Career Management team hosted an informal networking event for any Fisher graduate program alumni living in the area. The event was held at Press Club in downtown San Francisco, and more than 25 alumni attended.

Thirty graduate students participated in Job Search Action Teams, which are small groups designed to support job seekers and give them an opportunity to share ideas and learn new tips. Each meeting included a short strategy lesson, team member updates and time for networking or practice. The strategy lessons included the following topics: efficient time management, know your fit, share your value, deliver your passion, handle the hard interviews with grace and develop a focus for your meetings.
Five members of the Office of Career Management participated in the National Association of Colleges and Employers (NACE) Career Coaching Intensive (CCI), as part of the NACE Coaching Certification Program. The two-day program included learning key coaching skills, techniques and tactics through facilitated discussion, guided activities and group work. NACE came to Ohio State and hosted this intensive program in the Ohio Union. The outcomes for this two-day event included:

- Using the language of coaching
- Selecting the appropriate coaching technique to use with an individual student
- Applying the most effective coaching techniques for individual and group coaching
- Identifying how to leverage their individual strengths to be more effective coaches

The Office of Career Management and MHRM council partnered to host an interactive and engaging afternoon for first-year MHRM students. The mock interview workshop began with an overview of how to craft one’s story using a unique exercise that helped students link their stories to build a cohesive narrative. Following this, each first-year student was assigned a 30-minute mock interview with a second-year MHRM student in which feedback was given on the spot. Students were able to address first-time interview jitters and fears before navigating the intense fall recruitment season, and they received helpful feedback from students who had recently been in their shoes.

In August, members of the Graduate Team implemented a new two-and-a-half day conference format for incoming full-time MBA students to introduce them to various business functions and build the skills, networks and experiences necessary to be the very best prepared and informed job seekers. Professionals from more than 40 companies spoke to the students as well as Ohio State’s Digital Storytelling Group and special guest speaker, Dr. Melissa Briggs-Phillips.

Fifty-eight business students participated in the inaugural Fisher Undergraduate Job Shadow Program, conducted through the Office of Career Management. The program connected Fisher students with 19 leading companies to provide a glimpse into various employment opportunities and facilitated career exploration throughout the course of Ohio State’s spring break.
PROMINENCE INNOVATION TEAM

This team developed an evidence-based learning initiative to provide support for the Office of Career Management’s services and offerings, as well as to stay on the cutting edge of the field. This innovation team decided to adopt an evidence-based learning lens to the office’s practice. The team participated in learning outcomes training sessions and read articles on the topic. The Office of Career Management engaged in two training sessions on creating and measuring learning outcomes and pursuing evidence-based practices and will utilize this training in surveying and measuring the office’s programming.

The team implemented this practice with the QUIC program and is currently collecting data on students’ learning through this resource. The team asked that all OCM staff members adopt this practice for at least one of their programs or services this year to continue to prove that the office’s services and offerings meet their outcomes. In addition, the Prominence Innovation Team is partnering with Fisher Marketing and Communications to create additional marketing materials that highlight what we do that makes us prominent.

INTERNATIONAL STUDENT INNOVATION TEAM

This past academic year, the International Student Innovation team has made significant strides with several main initiatives. Most notably, working to strengthen and develop our global employer partnerships through leveraging our relationship with the China Global Gateway and the online recruitment platform and job training program, Lockin China. The Office of Career Management partnered with both entities to provide information sessions and job training programs for Chinese students throughout the academic year. These programs were well attended and provided additional engagement opportunities and job preparation resources for our Chinese students. Additionally, the team made significant strides toward launching a virtual career fair specifically for international students, which is scheduled to launch next fall. Other important projects included benchmarking other universities’ programs, creating a data visualization for international job offers and sources, bringing in an immigration lawyer to address political status, and partnering with the Office of International Affairs to provide satellite walk-in hours and presentations for all international students.

STUDENT ENGAGEMENT AND THEIR CAREER MANAGEMENT EXPERIENCE INNOVATION TEAM

Through an initiative to better learn about business students’ needs and experiences, this innovation team participated in focus group training and conducted four focus groups, composed of undergraduate and graduate business students. Team members asked the students about their engagement with all of the different services and offerings provided by the Office of Career Management and allowed students to voice their recommendations on how to improve or change the services for the better. The team also held several focus group “blitzes” during autumn final exams week to meet students where they often spend time – in Mason and Gerlach Halls – to ask them more questions about the environment of and communication from the office.

The team participated in a focus group follow-up training to learn how to gather themes and insight from the data collected during the focus groups and “blitzes.” The team sorted this information and developed recommendations, then provided this information to the appropriate teams within the office. Currently, teams are working to improve offerings and services through the feedback provided from this exercise.
The Office of Career Management will provide highly personalized services to develop the best prepared job seekers and be every employer’s favorite place to recruit.

CORPORATE AND ALUMNI RELATIONSHIP INNOVATION TEAM

The Corporate and Alumni Relationship Innovation Team (CARIT) launched a variety of key initiatives over the past academic year. In an effort to identify opportunities to recognize, appreciate and celebrate our relationship with valued Fisher employers and alumni, the team led the inaugural Employer Appreciation Luncheon. The afternoon was highlighted by a panel of Dean’s Leadership Academy students and included tours of the iconic Ohio Stadium. The team also continued efforts toward developing a Fisher Recruiting Value Proposition designed to educate employers and alumni, which supports our mission of being a favorite place to recruit. In addition, the team remains focused on embracing a customer service approach to ensure the expectations of employers are understood and managed appropriately. The team is currently working to strengthen the partnership with the newly formed Ohio State Corporate Engagement office (CEO). This team is tasked to work with a defined set of companies to support sponsored research interests, recruiting students, technology commercialization and transfer, corporate training and continuing education.

FUTURE OF BUSINESS EDUCATION AND CAREER MANAGEMENT INNOVATION TEAM

The Future of Business Education and Career Management Innovation Team conducted article reviews and led group discussions on topics related to the future of recruiting, the future of career services, skill development, and the multi-generational workforce. The innovation team also hosted several guest speakers to offer professional development opportunities for the Career Management staff including:

Adam Van Treese, Talent Acquisition Manager at PwC – Innovative Strategies for Second-Round Interviews
Dr. Elliot Bendoly, Associate Dean, The Ohio State University Fisher College of Business – Overview of Data Analytics
Dr. Molly Cooper, Senior Lecturer, The Ohio State University College of Arts and Sciences – The Economic Consequences of the 2016 Election
# Recruiting OUTCOMES

## TOP HIRING COMPANIES FOR UNDERGRADUATES:
*(Includes internship & post-graduation positions)*

<table>
<thead>
<tr>
<th>Company</th>
<th>HIRES</th>
</tr>
</thead>
<tbody>
<tr>
<td>JPMorgan Chase &amp; Co.</td>
<td>68</td>
</tr>
<tr>
<td>EY</td>
<td>56</td>
</tr>
<tr>
<td>PwC</td>
<td>46</td>
</tr>
<tr>
<td>Cardinal Health</td>
<td>28</td>
</tr>
<tr>
<td>Abercrombie &amp; Fitch</td>
<td>27</td>
</tr>
<tr>
<td>KPMG</td>
<td>27</td>
</tr>
<tr>
<td>Oracle</td>
<td>26</td>
</tr>
</tbody>
</table>

## OTHER TOP COMPANIES HIRING UNDERGRADUATES:

### 15+ HIRES
- Amazon
- Deloitte
- DHL Supply Chain
- General Electric
- KeyBank
- L Brands
- PepsiCo
- PNC Financial Services
- State of Ohio
- The Ohio State University

### 10-14 HIRES
- Accenture
- Crowe Horwath
- Ford Motor Company
- Honda
- J.M. Smucker Company
- Kohl’s
- Marathon Petroleum Company
- Nationwide Insurance

### 6-9 HIRES
- American Greetings Corporation
- Battelle
- Cisco Systems
- Defense Finance & Accounting Service
- General Motors Company
- Goodyear Tire & Rubber
- Grant Thornton
- IBM Corp.
- JB Hunt Transport
- Liberty Mutual
- Macy’s
- Mettler Toledo
- Nestle
- Northwestern Mutual
- Owens Corning
- Plante Moran
- PolyOne Corporation
- RSM US
- Sherwin-Williams
- Target
- The Boeing Company
- The Scotts Miracle-Gro Company
- Unilever
- Wells Fargo Financial Corp.

### 4-5 HIRES
- Aon
- Aon Hewitt
- C.H. Robinson Worldwide, Inc.
- Cohen & Company
- Coyote Logistics
- Duff & Phelps
- Fiat Chrysler Automobiles (FCA)
- Fifth Third Bank
- Homeside Financial
- Huntington National Bank
- Julian & Grube
- Marcus & Millichap
- NISource Inc.
- Procter & Gamble
- Quicken Loans
- Speedway
- Toyota
- Worthington Industries
- Yelp
COMPANIES MAKING OFFERS TO GRADUATE STUDENTS

MBA STUDENTS

84.51
AbbVie
Abbott Laboratories
Abbott Nutrition
Acoust-A-Fiber
Advanced Drainage Systems
Alliance Data Systems Corp.
Amazon
American Airlines
American Electric Power
Anheuser-Busch
Apple Inc
AT&T
Athenahealth
BASF
Bayer CropScience
BB&T
Big Lots
California Office of the Attorney General
Capco
CBC Innovis
Chemical Abstracts Service (CAS)
City of Westerville
Coca-Cola
Cohen and Company
Continental AG
Dell Inc.
Deloitte Consulting
Depuy Synthes a Johnson & Johnson Company
DHL Supply Chain
Eleven Warriors
Emerson
ExxonMobil
EY
Faurecia
FBI (Federal Bureau of Investigation)
FedEx
Ford Motor Company
Fortress Investment Group
Franklin Equipment
GAP Inc.
General Authority of Civil Aviation
Golden Bell Studios
Goodyear Tire & Rubber
Grange Insurance
Greif, Inc.
Harry Fox Agency
Healthtrio
Honda
Honeywell
Huntington National Bank
Indiana University Health
Jade Track
Jeni’s Splendid Ice Creams
John Deere
Johnson & Johnson
Johnson Controls International
Jones Day
JPMorgan Chase & Co.
Kalypos
Kellogg Co.
Kentucky Community & Technical College System
KeyBank
Kimberly-Clark
KPMG
L Brands
Lancaster Pollard
Lawrence, Evans & Co.
LBX Co.
LinkedIn
Lockheed Martin
Lubrizol
Mckinsey & Company
Merck & Co
Merck Animal Health
Micron Technology
Microsoft Corp.
Milliman
Nationwide
Nationwide Center for Advanced Customer Insights
NCT Ventures
Nestlé
NetJets
Niagara Bottling Company
NiSource Inc.
NYC - Department of Education
Ohio Department of Commerce
Ohio Housing Finance Agency
One Acre Fund
Oswald Companies
PolyOne Corporation
PPG Industries
PRO Unlimited
Procter & Gamble
QP Resources
Qualcomm Inc.
Quest International Users Group
Quicken Loans
Raytheon
Red Capital
Reheva
Renovo Pharmaceuticals, Inc.
Root Insurance
SafeWhite
Samsung Electronics
Saudi Export Development Authority
Sony Corporation
Spire Development
State Teachers Retirement System of Ohio
T. Marzetti Company
Tech4Imagining
Technology Entrepreneurship and Commercialization Institute at Ohio State
Tenova Healthcare
Tesla
Texas Instruments
The Ohio State University
The Scotts Miracle-Gro Company
The Wendy’s Company
TicketFire
TIER REIT
Tosoh SMD
U.S. Department of Defense
Uber
Visagio
Walmart
Washington Prime Group
Western Reserve Partners
White Oak Partners
Zimmer Biomet

MAcc STUDENTS

Associa
BDO USA
California Actuarial Consulting
China Everbright Bank
Cohen & Company
Crowe Horwath
Dale Saylor & Associates
Deloitte
Exel
EY
Foxconn
Grant Thornton
Henan Lingrui Pharmaceutical
JPMorgan Chase
Julian & Grube
KPMG
Malone Bailey
MCM CPA’s & Advisors
Nelson Chen
PricewaterhouseCoopers (PwC)
Roundhill Furniture
RubinBrown
Schneider Downs
The Wendy’s Company
Urban Real Estate Investment, Inc.
W.W. Williams

MHRM STUDENTS

Abrasive Technology
Alliance Data Systems Corp.
Anheuser-Busch
Cardinal Health
Central Ohio Transit Authority
Cleveland Clinic
Columbus Children’s Choir
Consolidated Container Company
Cornerstone Global Partners
Cummins Inc.
Eastman Chemical Company
Eaton Corp.
ExxonMobil
FCA (Fiat Chrysler Automobiles)
Ford Motor Company
Goodyear Tire & Rubber
HealthCare
Heuristic
Hilton Columbus at Easton
Honda
Honeywell Technology Solutions
Hull & Associates
Huntington National Bank
Kettering Health Network
KeyBank
Kraft Heinz Company
L Brands
Marathon Petroleum Corporation
Midwest Express, Inc.
Nationwide Insurance Company
Nexteer Automotive
Office of the Chief Information Officer
Owens Corning
Pepsico Inc.
Raytheon
Results for Development Institute
Riverbed Technology
Shell Oil Company
Target Corp.
Texas Instruments
The Boeing Company

MBLE STUDENTS

The Durable Slate Company
The Ohio State University
The Scotts Miracle-Gro Company
The Wendy’s Company
Trilia Hospice
United Nations
Victoria’s Secret
Visa

SMF STUDENTS

Abbott Laboratories
Accenture
AEP
American Express
Bank of China
Brother Enterprises
Brown Gibbons Lang & Company
Cardinal Health
China Orient Asset Management
Colliers International
DongXing Securities
Duff & Phelps
EY
First Command Financial Services
Meeder Investment Management
Mettler Toledo
Nationwide Insurance Company
OPERS
Quanta Computer
Timeshare Escrow and Title
Underwriters Laboratories
US Bank
VanTV
Xiamen Rural Commercial Bank
Zhongtai Securities
GEOGRAPHIC DISTRIBUTION OF UNDERGRADUATE STUDENTS

<table>
<thead>
<tr>
<th>REGION</th>
<th>COLUMBUS</th>
<th>CLEVELAND</th>
<th>CINCINNATI</th>
<th>OTHER CITIES</th>
<th>MIDWEST</th>
<th>MID-ATLANTIC</th>
<th>SOUTH</th>
<th>SOUTHWEST</th>
<th>WEST</th>
<th>NORTHEAST</th>
<th>OUTSIDE U.S.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-Time</td>
<td>34%</td>
<td>7%</td>
<td>4%</td>
<td>12%</td>
<td>72%</td>
<td>3%</td>
<td>5%</td>
<td>5%</td>
<td>4%</td>
<td>9%</td>
<td>2%</td>
</tr>
<tr>
<td>Intern</td>
<td>36%</td>
<td>6%</td>
<td>4%</td>
<td>19%</td>
<td>76%</td>
<td>2%</td>
<td>3%</td>
<td>1%</td>
<td>3%</td>
<td>8%</td>
<td>7%</td>
</tr>
</tbody>
</table>

This report conforms to The National Undergraduate Business Symposium First Destination Reporting Standards. The career outcomes data presented are based upon a Knowledge Rate of 68% for the Class of 2017. The compensation data presented are based upon a Response Rate of 92% and a Salary Disclosure Rate of 80% for the Class of 2017.
## Geographic Distribution of Graduate Students

<table>
<thead>
<tr>
<th>Region</th>
<th>Ohio</th>
<th>Midwest</th>
<th>Mid-Atlantic</th>
<th>South</th>
<th>Southwest</th>
<th>West</th>
<th>North-East</th>
<th>Outside U.S.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Columbus</td>
<td>Cleveland</td>
<td>Cincinnati</td>
<td>Other Cities</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full-Time</td>
<td>33%</td>
<td>6%</td>
<td>2%</td>
<td>6%</td>
<td>62%</td>
<td>4%</td>
<td>7%</td>
<td>5%</td>
</tr>
<tr>
<td>Intern</td>
<td>39%</td>
<td>3%</td>
<td>2%</td>
<td>7%</td>
<td>63%</td>
<td>3%</td>
<td>4%</td>
<td>10%</td>
</tr>
</tbody>
</table>

## Full-Time MBA Annual Salary

<table>
<thead>
<tr>
<th></th>
<th>Average</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Salary</td>
<td>$96,254</td>
<td>$96,000</td>
<td>$44,693 - $160,000</td>
</tr>
<tr>
<td>Signing Bonus</td>
<td>$19,163</td>
<td>$20,000</td>
<td>$2,500 - $57,500</td>
</tr>
</tbody>
</table>

## Full-Time MAcc (Master of Accounting) Annual Salary

<table>
<thead>
<tr>
<th></th>
<th>Average</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Salary</td>
<td>$51,673</td>
<td>$51,000</td>
<td>$26,400 - $65,000</td>
</tr>
</tbody>
</table>

## Full-Time MHRM (Master of Human Resource Management) Annual Salary

<table>
<thead>
<tr>
<th></th>
<th>Average</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Salary</td>
<td>$70,549</td>
<td>$73,000</td>
<td>$47,484 - $100,000</td>
</tr>
</tbody>
</table>

## Full-Time MBLE (Master of Business Logistics Engineering) Annual Salary

<table>
<thead>
<tr>
<th></th>
<th>Average</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Salary</td>
<td>$64,234</td>
<td>$65,000</td>
<td>$45,000 - $79,000</td>
</tr>
</tbody>
</table>

## Full-Time SMF (Specialized Master in Finance) Annual Salary

<table>
<thead>
<tr>
<th></th>
<th>Average</th>
<th>Median</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting Salary</td>
<td>$65,090</td>
<td>$64,000</td>
<td>$40,000 - $108,000</td>
</tr>
</tbody>
</table>

## MBA Employment by Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>Average Annual Salary</th>
<th>% of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting Services</td>
<td>$97,857</td>
<td>8%</td>
</tr>
<tr>
<td>Consumer Products</td>
<td>$103,818</td>
<td>15%</td>
</tr>
<tr>
<td>Financial Services</td>
<td>$84,250</td>
<td>15%</td>
</tr>
<tr>
<td>Government</td>
<td>$64,284</td>
<td>5%</td>
</tr>
<tr>
<td>Healthcare</td>
<td>$93,048</td>
<td>7%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>$93,630</td>
<td>14%</td>
</tr>
<tr>
<td>Media/Entertainment</td>
<td>$65,000</td>
<td>3%</td>
</tr>
<tr>
<td>Non-Profit</td>
<td>$57,500</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>$101,429</td>
<td>11%</td>
</tr>
<tr>
<td>Real Estate</td>
<td>$90,000</td>
<td>1%</td>
</tr>
<tr>
<td>Retail</td>
<td>$79,167</td>
<td>4%</td>
</tr>
<tr>
<td>Technology</td>
<td>$101,431</td>
<td>16%</td>
</tr>
</tbody>
</table>

## MBA Employment by Job Function

<table>
<thead>
<tr>
<th>Job Function</th>
<th>Average Annual Salary</th>
<th>% of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Analytics</td>
<td>$85,000</td>
<td>3%</td>
</tr>
<tr>
<td>Consulting</td>
<td>$102,222</td>
<td>12%</td>
</tr>
<tr>
<td>Finance</td>
<td>$85,520</td>
<td>17%</td>
</tr>
<tr>
<td>General Management</td>
<td>$104,998</td>
<td>7%</td>
</tr>
<tr>
<td>Human Resources</td>
<td>$97,250</td>
<td>5%</td>
</tr>
<tr>
<td>Marketing</td>
<td>$96,292</td>
<td>20%</td>
</tr>
<tr>
<td>Operations/Logistics</td>
<td>$95,757</td>
<td>22%</td>
</tr>
<tr>
<td>Real Estate</td>
<td>$73,080</td>
<td>2%</td>
</tr>
<tr>
<td>Strategic/Business Planning</td>
<td>$99,000</td>
<td>3%</td>
</tr>
<tr>
<td>Other</td>
<td>$86,656</td>
<td>9%</td>
</tr>
</tbody>
</table>

## Percentage With Offers 3 Months Post-Graduation

<table>
<thead>
<tr>
<th>Graduation Year</th>
<th>U.S. Citizens/Permanent Residents</th>
<th>International Students</th>
<th>Combined</th>
</tr>
</thead>
<tbody>
<tr>
<td>MBA</td>
<td>100%</td>
<td>81%</td>
<td>93%</td>
</tr>
<tr>
<td>MAcc</td>
<td>97%</td>
<td>51%</td>
<td>77%</td>
</tr>
<tr>
<td>MHRM</td>
<td>94%</td>
<td>29%</td>
<td>76%</td>
</tr>
<tr>
<td>MBLE</td>
<td>Not Applicable</td>
<td>67%</td>
<td>67%</td>
</tr>
<tr>
<td>SMF</td>
<td>89%</td>
<td>63%</td>
<td>76%</td>
</tr>
</tbody>
</table>

## Internship Salary

<table>
<thead>
<tr>
<th></th>
<th>Monthly Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>MBA</td>
<td>$5,518</td>
</tr>
<tr>
<td>MBLE</td>
<td>$3,048</td>
</tr>
<tr>
<td>MHRM</td>
<td>$4,645</td>
</tr>
</tbody>
</table>

## Internship Salary

<table>
<thead>
<tr>
<th></th>
<th>Monthly Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>MBA</td>
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<td>$3,048</td>
</tr>
<tr>
<td>MHRM</td>
<td>$4,645</td>
</tr>
</tbody>
</table>

This report conforms to the MBA Career Services & Employer Alliance Standards for Reporting MBA Employment Statistics©.
**Employer SURVEY RESULTS**

- **84%** of recruiters feel that Fisher undergraduate students were able to provide examples that demonstrate they have the skills needed for the position.
- **74%** of recruiters agreed Fisher undergraduate students provided evidence of researching the company by connecting to company culture and values.
- **88%** of recruiters agreed Fisher undergraduate students used clear examples to answer behavior based interview questions.
- **78%** of recruiters agreed Fisher graduate students had conducted research and were familiar with their company.
- **100%** of recruiters agreed Fisher graduate students communicated genuine interest and enthusiasm for their company and opportunities.
- **100%** of recruiters agreed Fisher graduate students provided examples demonstrating they have the skills and experience necessary for the position.

**CONTACT**

OFFICE OF CAREER MANAGEMENT
150 Gerlach Hall
2108 Neil Avenue
Columbus, OH 43210-1144
Phone: (614) 292-6024
Fax: (614) 292-1007
fisher.osu.edu/careers

**The Ohio State University**
FISHER COLLEGE OF BUSINESS

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- RSM
- Shell