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

Sixteen years ago this month, the Office of Career Management at Fisher College of Business revised our mission statement to address three critical questions:

• What is our sole focus every day when we arrive at work?
• Are we engaging our stakeholders in ways that are relevant, simple and that resonate with them?
• Will these actions stand the test of time?

The 2019-2020 academic year presented a clear test, as an unprecedented global health crisis forced businesses and higher education to quickly adapt nearly every aspect of their work. For the Office of Career Management, the pandemic would test the strength of our mission statement in ways we never imagined possible.

I remember the last day our physical office was open to students and recruiters before our team shifted to a virtual work environment. As I packed up essential equipment and materials, I grabbed a framed copy of our mission statement and packed it into my briefcase. During the ensuing months, it was a personal reminder of our team’s North Star — that we would continue delivering highly personalized services, developing the best-prepared job seekers, and serving as every employer’s favorite place to recruit.

As we pivoted our services to virtual delivery, the daunting challenge reminded us that while the times were unprecedented, they were not unfamiliar. During the financial crisis of 2007-2008, we created ways to deliver on our mission and achieve outstanding student employment outcomes. Why couldn’t we do that now? In response, our team proactively stayed connected and developed readiness plans for a crisis that continues to negatively impact not only our economy, but the overall well-being of our students and corporate partners.

This report highlights a few examples of the momentum and success we generated during the autumn semester, and how these carried over into stories of resiliency demonstrated by our team, our students and our corporate partners this past spring. We’re proud that our quick action and readiness planning helped contribute to the success of our students as they continued planning their career paths, executing on job search strategies learned through our programs, services and personalized coaching, and achieving positive career outcomes.

As our office moves forward and faces an immediate future that will be unlike any other, we do so with the confidence that our mission can indeed stand the test of time, and that the ways in which we deliver our industry-leading programs and services will continue to evolve in ways necessary in this ever-changing world.

Best regards,

Jeffrey D. Rice
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.
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Nick Lenyo
Resilience amid adversity, persistence in pursuit of his passion

Nick Lenyo was 13 years old when he rolled his ankle while playing basketball. The minor injury, however, would reveal a life-changing diagnosis.

X-rays showed a mass that had been quietly growing for years; he had osteosarcoma — bone cancer. For months, the teenager endured treatment, but he eventually faced a gut-wrenching decision.

"Just for the peace of mind that the cancer was never going to come back, and that they weren’t going to miss a little sliver of the tumor, I thought amputation was the best way to go," Lenyo said. "I made the decision and never looked back."

Now 21 years old and a junior studying finance, Lenyo is part of the college’s Fisher Futures program, which is designed to help students gain valuable experience in the investment banking world. Utilizing the same grit and determination that helped him wipe out bone cancer and overcome losing part of his leg seven years ago, Lenyo locked down an internship with Goldman Sachs in New York City that will take place during the summer of 2021.

The process of securing his internship involved a copious amount of preparation, sleepless nights and interviewing with a variety of top organizations. He endured several "super days," each involving five interviews back-to-back-to-back with various members of a particular organization on the same day.

"It was definitely intense," Lenyo said. "Afterward, upon receiving three rejections, I started to think, ‘Oh man, am I doing something wrong? I feel like I’m working so hard. Is something going to happen for me?’"

But he performed well in his interview with Goldman Sachs and earned the coveted internship.

"It was the greatest feeling in the world when I finally got that call," he said. "I was amazed at how willing the juniors and seniors at Fisher who have gone through recruiting, held internships and locked down full-time jobs were to take a phone call or meet up for coffee. I really wanted to hear about all their experiences and what they’ve enjoyed about their particular industry or internships."

But when Lenyo first arrived at Ohio State, finance wasn’t part of the plan; due to his childhood experience with cancer, he wanted to become an oncologist.

"I was a biomedical science student on the pre-med track," he said. "I did well, but the more and more I thought about it, although it felt like what I should do after what I had been through, it wasn’t something I could see myself being happy doing."

He turned toward his other lifelong interest: finance. He joined Fisher’s Honors Cohort program and has excelled in business, catching the attention of his professors.

"I did not know anything about Nick Lenyo prior to him scheduling a meeting with me to discuss his interest in the Honors Cohort Program," said Ty Shepfer, the program’s director. "Nick showed up to the meeting laser-focused and prepared. When Nick left the room, I made a note in my calendar to be on the lookout for his application to the program because I was so impressed with him. This interaction is par for the course with Nick."

As for his amputation, which is below the knee, Lenyo is optimistic about the future.

"I’m lucky I still have my knee," he said. "It’s so insane what technology exists and what they can do. I can only imagine by the time I’m 50, 60 years old, what kind of technology they will have then. It’ll be cool to see how that develops."

The nearer future is a little more nerve-wracking because of COVID-19. He hopes the pandemic is a distant memory by the time his internship with Goldman Sachs kicks off.

"I’m keeping my fingers crossed that I can go to New York City next year," he said.
Why is consulting an interest for you?

Consulting is the intersection of two of my deepest passions — problem solving and service to others. It’s a profession where you not only get to solve complex and important issues, but you get to do it in a way that impacts customers, employees and the general public on an international level. Complemented by the opportunity to work in multiple industries and across various functions, it’s the perfect profession for someone who wants to learn, be challenged and help people.

What do you tell undergraduate and graduate students about the consulting industry?

The consulting industry is great for people who know exactly what they want to do, and even better for people who don’t. If you have a very specific passion in your professional life like the future of mobility or large mergers and acquisitions, there’s a great chance you can find a firm that’s doing the exact type of work you want to do. However, if you’re still unsure of what industries or functions excite you, there are tons of firms looking to hire people who simply want to solve problems and explore different types of work. Put simply, it’s a great industry to hone specific expertise and a great one to discover opportunities as well.

What is your definition of a case study and how is it being used in recruiting/hiring?

Case studies, better known as case interviews, are a unique step in the recruiting process where you are presented with a fictional (but relevant) business problem and get the opportunity to think through it with your interviewer. They are used in the hiring process as an opportunity to demonstrate many of the relevant skills for consulting, such as structured problem solving, collaboration, data analysis, synthesis of information and communication. In contrast to the typical behavioral question (“Tell me about a time when...”), the case portion of the interview takes anywhere from 15-35 minutes and gives you multiple opportunities to showcase your skills.

Describe the impact of such a personal approach to providing case interview training to students.

The Office of Career Management (OCM)’s personalized approach to developing students is the only way that case interview prep (and any interview prep, to be honest) can be successful. The very process of case interviewing involves collaborating with your interviewer, communicating effectively and asking appropriate questions to inform your problem-solving process. None of these steps can be thoroughly practiced alone and require the patience and expertise of a one-on-one coach to truly fine-tune. I personally utilized the OCM’s resources for at least 20 hours of personalized practice when preparing for recruiting, and it was instrumental to my feeling prepared.

What advice can you give to those interested in consulting?

Know your “why.” Consulting is far from a “normal” job; there is no normal day or even a normal week. You’re frequently flying to your client, working with new people or teams and confronting problems that other people have already decided are too difficult to spend time on. This makes both the work and the recruitment process difficult and rigorous. Focusing on your “why,” or the reason why this profession is right for you and fits your passions, will keep you grounded and give you the energy and the momentum to succeed.

You’ve joined McKinsey as an Associate. What excites you most about this role?

Simply put, it’s the personal development. McKinsey’s culture is one that is constantly offering new ways to challenge and improve yourself. I love setting goals for myself and finding new ways to fuel my curiosity, and McKinsey provides an abundance of opportunities to do so — not only through the work being done but also through the various affinity groups and training at my disposal. Tied for first, though, are the people I’ll be working alongside.
Palina Hornaya
Career program helping students take a STEP forward

Describe your involvement with the STEP program and how it has benefited you.

The STEP program gave me the opportunity to self-reflect and define my academic and career goals for the rest of my journey at Ohio State. Through weekly journaling and various personality assessments, I gained a better understanding of my strengths and weaknesses. I also attended several professional development co-curricular programs that were hosted specifically for students in the STEP program. One program made me think critically about diversity and identity. In this faculty-led event, the presenter discussed how what we consider to be the “best” is highly impacted by our preferences, and our preferences are shaped by our upbringing. Besides getting to know myself better, I was also able to form a strong community within my STEP cohort. I met a lot of people outside of Fisher whom I otherwise would have probably never crossed paths with. Lastly, STEP provided me with a faculty member, with whom I established a close relationship. I was able to receive guidance and support from my STEP advisor who truly wanted to see me succeed.

Describe a time where you had a personalized experience with Audrey Bledsoe, your STEP advisor, and how that positively impacted your STEP experience.

Audrey’s expertise on students’ career development provided me with advice on picking a STEP project that would supplement my business studies. I explored multiple STEP projects, including using the fellowship for a study abroad program or using it to fund a summer internship. Each time I met with Audrey to discuss my STEP project ideas, she was always interested in learning not what I was doing, but why I was doing it. Audrey also helped me understand how I could highlight my involvement in the STEP program and the project on my resume and in job interviews. I was really lucky to be paired with Audrey, because she focused my attention on creating my own personal transformational experience while keeping my career goals in mind.

How is being QUIC-certified an advantage for you?

Being QUIC-certified (Qualified Undergraduate Interview Candidate) has equipped me with tools and knowledge to navigate and succeed in a competitive job market. I learned tips on how to put my best foot forward before, during and after a job interview. The personalized feedback I received during my QUIC interview identified areas of improvement and highlighted interview skills that I should continue to utilize. It has been advantageous to have access to more job and internship opportunities on Handshake. I even found my summer internship through Handshake! In addition, it’s very convenient to be able to interview on-campus and not have to worry about finding transportation to and from an off-campus interview.

What are your ultimate career aspirations?

I aspire to lead the marketing strategy of an international green energy company. I see lots of room for change and innovation in the energy sector, and I would like to help the transition toward more sustainable practices around the globe.

What programs/experiences have been most beneficial to your personal and professional development?

It is often said that most learning comes from experience. Having an internship this summer provided me with an opportunity to apply skills and knowledge from my business courses to help find solutions for an actual company. Working alongside experienced business professionals has also strengthened my social skills, which I can now apply to any business setting.

What advice do you have for first- or second-year students at Fisher as it pertains to their focus on a career?

My biggest piece of advice is to not compare your career journey to those around you. For example, there will be times when your friends either don’t want or need to go to a career fair. However, it’s important to take initiative and learn how to navigate and get the most of career fairs before your junior and senior years. Also, don’t get discouraged when you find out that someone you know has secured an internship a year from now. Remain persistent and proactive in finding opportunities. It is never too early to become QUIC-certified and utilize the amazing staff at the Office of Career Management. Instead of comparing yourself to those around you, ask yourself how these people can help launch and propel your career journey.

Palina Hornaya is a fourth-year student studying marketing and international business who credits Ohio State’s Second-Year Transformational Experience Program (STEP) with helping her excel academically and with her career search. She spent the summer as a business development intern at RxNXT, a Columbus startup.

“It is never too early to become QUIC-certified and utilize the amazing staff at the Office of Career Management.”
Knowing when and even if to disclose a disability can be challenging for students who are seeking internships or full-time jobs. During the hiring process, it’s unclear for many how to share information about a disability with an employer for the purpose of receiving accommodations.

Disclosing one’s disability is a completely personal decision and is typically needed when a barrier prevents someone from competing for a job, performing a job or gaining equal access to a benefit. Employers should understand candidates’ rights under the Americans with Disabilities Act (ADA) and provide reasonable accommodations to those who need it. A big takeaway we highlighted as part of our research is for student-facing staff to remember that students may need guidance on choosing if and when to disclose a disability, as well as the importance of providing a safe space for students to practice and ask questions.

As part of the Master of Human Resource Management program at Fisher, we learned about the ADA and employer “DO’s and DON’Ts” when it comes to hiring. In a presentation by the Office of Student Life Disability Services (SLDS) we learned that over 4,000 students at Ohio State are registered with the office, including hundreds at Fisher.

Since the majority of disabilities are those that are hidden or invisible, coupled with the fact that not every student at Ohio State with a disability is registered with the SLDS office, we imagine the actual number of students with disabilities who utilize the Office of Career Management (OCM) each year to be even more. The OCM did not offer any information or resources on disability disclosure to students, staff or employers, so we saw an opportunity to address this need.

Using research and information from career services offices at other universities, the Job Accommodation Network and the U.S. Equal Employment Opportunity Commission, we created a number of resources designed to support the needs of students with disabilities throughout their career journey. These resources included materials specifically for recruiters working with the OCM to improve their interview processes and employer-student connections for those with disabilities. We also created internal training materials developed for Fisher’s Undergraduate Programs office and future graduate administrative associates to increase their knowledge on disability disclosure and to enhance student appointments and career outcomes.

— Rachel Brunello (MHRM ’20) and Hannah Britton (not pictured, MHRM ’20) served as graduate administrative associates in the Office of Career Management. Their research into disability disclosure and accessibility was presented to OCM staff and has helped established disclosure guidelines and practices utilized by the office.

For more information on this research and key takeaways, visit our website.
The initial impact of COVID-19 disrupted established programs and processes on a scale never before experienced. At Fisher, the switch from in-person education, career consulting and co-curricular experiences to virtual offerings was sudden but effective. A pair of programs that highlight the impact of Fisher’s Office of Career Management exemplified the very best of this on-the-fly change.

When Christine Grooms signed on to help other career-focused students she did so as a Peer Career Coach (PCC). Little did Grooms know, however, that in addition to serving as a career coach, she’d be equal parts career counselor, consultant and confidant.

Grooms, a fourth-year accounting student who has also begun her pursuit of a Master of Accounting degree at Fisher, joined the Office of Career Management’s Peer Career Coaching program wanting to help others find careers that matched their passions. When the global pandemic hit, Grooms was forced to adapt, just like everyone else.

“A lot of questions from concerned students were about summer internships either being canceled or becoming a shortened virtual experience,” she said. “Most students were seeking advice on how to either find another internship or how to spend their time in a productive manner that would set them up for success in the future and help them develop skills useful academically and professionally.”

“A lot of my responses were simply reassuring worried students that everyone was in the same boat and that they wouldn’t be at a disadvantage if their internship was changed or canceled.”

PCCs provide students at Fisher with services designed to help them create resumes and cover letters, identify useful career resources around campus, utilize Handshake to search for jobs and internships and to schedule interviews, and develop LinkedIn profiles. After undergoing specific training, PCCs build rapport with fellow students to provide personalized career preparation. Last year, more than 2,000 Fisher students met with PCCs during their career preparation.

These services, typically delivered during in-person and drop-in sessions, shifted to virtual offerings — first via email and then through Zoom drop-ins.

“My immediate thought was that we wouldn’t be able to serve students as well, if at all. So much of our job as PCCs relies on face-to-face contact to provide personal feedback,” she said. “I was pleasantly surprised at the number of students still seeking our services and asking for feedback and guidance on their resumes and cover letters. I think even more students were taking advantage of the service than when we had in-person drop-ins the first few months of the year because of the increased virtual accessibility due to COVID. I ended up helping many more students than I had anticipated!”

Grooms and the other PCCs quickly realized there wasn’t precedent for the disruption they were now being asked to manage. When they didn’t have an answer as to when travel would be allowed again, or when offices would open their doors to employees or interns, the PCCs offered the best advice they could.

“We wanted to lead students to make professional and responsible decisions,” Grooms said. “We’re all making the most of an unfortunate situation, so it was still very possible to advise students on how they could use their time effectively this summer and approach the situation with a growth mindset and enhance a skillset in some way. Even if we didn’t have an answer to a question, I think it was reassuring to students to know that everyone is going through the same uncertainty.”

Through it all, Grooms was able to advise nearly three dozen Fisher students through the tumult of a career search during COVID-19; she even learned a few skills that she plans to highlight when she embarks on her career search.

“It became more important than ever to be comfortable with being uncomfortable,” she said. “I had to become flexible with my work environment and engaging with peers and professors all while continuing to put my best foot forward and performing at a high level. Being agile is an incredibly important skill in the professional world. Responding to such an uncomfortable situation with flexibility and understanding helped me feel more prepared for future work in teams, responding to changing client needs, as well as having an overall positive and optimistic attitude in the face of drastic change.”
How difficult was it to take the Fisher Futures experience online?

The main challenge we faced in the integration to a virtual setting was the face-to-face interaction with the students. We wanted the class to be engaged every week, and a main part of what we wanted to do to maximize the students’ value was to be personable and develop solid relationships so they could feel comfortable coming to me and Jon (Koval) for help. We wanted them to constantly keep us updated, and a large part of that comes from building that foundation of comfort and trust. The first virtual class was really strange because we literally felt like we were talking to a wall. But having Jon as a roommate made the transition really easy, and after the first class, we did not face any other significant challenges.

Some of the steps we took to ensure the students still received a valuable experience was coordinating virtual visits with almost all the firms we were supposed to visit, as well as bringing on a few extra firms to sponsor our case competition. This provided the students with the valuable facetime that they would have gotten on the program’s two banking trips. Even after the semester ended, Jon and I would do monthly check-ins with the class to make sure they were on track in their summer recruiting plans and to make sure we were always available to help.

What did you gain from your Fisher Futures experience?

The skills I gained were vital to success in my work experiences. Futures taught and allowed me to develop the main skills necessary to excel in finance — being comfortable with unfamiliarity, being a team player and the technical skills. Being in Futures encouraged me to step out of my comfort zone and network with Futures alumni and other industry professionals. By doing so, I was able to develop these skills by having meaningful conversations with professionals. I was tasked with a lot of projects on the job where the asks were vague, and Futures taught me how to stay composed in those situations. With collaborative assignments, such as group projects and the case competition, you learn a lot about how to effectively work in a team and more importantly, how to work together to achieve a common goal. Lastly, the curriculum itself was built around the framework of learning the technical skills necessary to succeed, and everything learned in Futures set me ahead of my peers when I started working.

Why did you choose to serve as a Futures program leader?

The value in giving back and being a part of the success of current students is invaluable to the point where it really can’t be put into words. The class wrote to Jon and me telling us how big of an impact we made in their lives; to truly understand the magnitude is a blessing for both of us. After receiving their job offers, the students said it would not have been possible without our guidance. But we were quick to remind them that we were only a small part of their success and that they earned every ounce of it through the hard work they have put in. Fisher Futures would not be what it is today without the countless alumni who have given back to the program, whether it be through donations, mentorship or leading recruiting efforts for more Buckeyes on Wall Street. It is imperative we keep this program going and get more and more Ohio State graduates into the investment banking industry. We hope that current and future students look to those who came before them and choose to become mentors to others.

Ani Varanasi (BSBA ’20) knows firsthand just how valuable the Fisher Futures program is to a student’s development as a financial professional. It’s a large reason why Ani, an investment banking analyst at BMO Capital Markets and his classmate Jon Koval (not pictured, BSBA ’20) worked hard in their roles as organization leaders to pivot the investment banking preparation program to a virtual offering during Spring semester.
FTMBA Corporate Mentor Program
Mentorship pair highlight the value of virtual connections and global networks

Edouard Sevil

Equipped with experience as an MBA student, dual Brazilian-Italian citizenship and access to Ohio State’s global network of alumni, João Carvalho decided to pursue a career in technology. His eyes were set on either the U.S. or opportunities across the ocean in Europe.

The second-year MBA student enlisted the help of Fisher’s Corporate Mentor Program, developed and managed by the Office of Career Management, to find someone with the experience, perspectives and connections that aligned with his professional aspirations; he found Edouard Sevil (MBA ’12), a Paris-based management consultant.

“I saw Edouard had graduated from the Fisher MBA program, and I saw he was located in Europe; there weren’t many people who fit the profile and had the experiences I was looking for in a mentor,” Carvalho said.

For Sevil, giving back and paying forward to help an institution that was so instrumental in his professional success was an easy choice. He welcomed the opportunity to help a fellow Fisher MBA pursue his career ambitions.

Over the next few months, Sevil shared with Carvalho snapshots of the French and European job markets, described the impact of COVID-19 and relayed his experiences and insights about recruiting and career opportunities.

Above all, he stressed the value of networking.

“The most important part I brought João was the connections I’ve made since graduating eight years ago,” Sevil said. “As I’ve progressed in my career, I’ve gotten to know people in good positions at tech companies — mainly former classmates from my local school in France and from Fisher.”

Said Carvalho: “He was very interested in understanding where I was in the job search process, and he made a few introductions with people from different companies, even here in the U.S. Whenever we talk, it’s always very productive. He’s been very helpful.”

The Corporate Mentor Program is a unique offering of Fisher’s redesigned Full-Time MBA. Students can form valuable relationships by finding a match from a list of more than 100 Fisher alumni, friends and partners. Whether because of COVID-19 or international distance, technology has helped ease communication between mentors and mentees in the program, providing graduate students with access to valuable, practitioner-based advice for resume reviews, interviewing, and industry or career path insights.

The mentor program is an example of the type of offering and experience that drew Carvalho to Fisher.

“Fisher’s MBA program is a purposefully small program where you really get to know your classmates and faculty, and everyone knows you by your first name,” he said. “It’s a small program, but it’s within a huge university, so you get the benefits from both sides. You can explore more resources from Ohio State.”

Another draw for Carvalho was Ohio State’s Brazil Gateway, one of the university’s three strategic Global Gateways across the world, located in his home country.

“There are very few universities that have this advantage,” he said. “If I went back to Brazil, it would allow me to be a part of a local network of Ohio State alumni.”

And that connection is what Sevil hopes Carvalho — and all MBA students — will understand, appreciate and contribute to.

“It’s very important to stay connected to all of their fellow students,” he said. “Right now, they’re getting into entry-level positions, so it’s no big deal. But five, eight, 10 years from now, many of their classmates are going to be directors or VPs at companies. This is what makes it an incredibly valuable network.”

João Carvalho
Persistence
Job searching in the era of COVID-19

Jada Washington (BSBA ’20) leaned on some familiar faces at Fisher to help land her first job in a crowded workforce.

At one point this spring, Jada Washington’s search for her first job since graduating from Fisher spanned 40 positions and led to 15 interviews — not including the company that brought her back for three follow-up interviews. The job market she had anticipated when she began her final year as a marketing student last fall now was vastly different.

“At the beginning of the school year, I had tunnel vision,” she said. “I remember thinking that I had to end up in certain position at XYZ company. With everything that happened, it definitely didn’t end up that way. COVID-19 took a lot of jobs off the table that I was previously pursuing. A lot of companies went on hiring freezes, and I had to pivot my original job search strategy.”

Shortly after graduating, and during her streak of unsuccessful interviews, Washington (BSBA ’20) reached out to Audrey Bledsoe, assistant director of undergraduate career services and education in the Office of Career Management. Washington had previously taken a class on finding internships taught by Bledsoe and thought her insights would translate to her current search.

“If it was a typical year, I probably would have been stuck in different mindset that wouldn’t have helped in the long run,” she said. “Going through these difficulties will definitely help me in the future. And I’m sure this isn’t going to be the only difficult situation I encounter.”

“What I’ve learned more than anything is that yes, everyone should pursue their dream job. But it’s OK to take a different route to get to that final destination. Take the time to build skills and meaningful relationships with those you’re working with at each step along the way.”

Washington’s outreach paid off just weeks later: she landed a job as a consumer services coordinator at ScottsMiracle-Gro. In June, she began working with consumers and company staff, educating them on Scott’s products and application processes.

“I took a lot of what Audrey told me and applied it in my second-round interview with Scott’s,” she said. “She told me that I had to be confident in my skills and abilities, and that even though there are people in the job market that have more experience, everything I’ve done in my college career has value.”

Mirroring the extraordinary circumstances surrounding the end of her senior year, graduation and her career search, nothing about Washington’s on-boarding at Scott’s has been typical — she hasn’t even stepped foot on its Marysville, Ohio, campus yet.

Despite the stress and self-doubt from the past six months, Washington said there’s value in having gone through it.
Corporate Engagement
Companies adjust internship and post-graduate job offers to honor hiring commitments

As COVID-19 progressed from an epidemic to a pandemic, states and corporations instituted new requirements for physical distancing, personal protective equipment, and they restricted new hiring guidelines. While the impact of these new restrictions forced some companies to rescind their internship or post-graduate employment offers to students, a number of companies kept their commitments to students, albeit under new terms, including virtual, hybrid or shortened internships or projects, extended start dates for post-graduate hires, and/or implementing virtual work environments for post-graduate hires until conditions were safe for a return to in-person work.

General Electric and its aviation division, a leading hiring company for Fisher and engineering students at Ohio State, was one such company that maintained its hiring commitments amid the pandemic.

Cindy Hendrickson, GE’s university relations leader, wrote to the Office of Career Management in May: “GE will honor all internships, and we’ve taken care to ensure that we can deliver a quality experience to each of our interns despite the pandemic. Roughly half of our interns will be hosted for eight to 10 weeks, some onsite in active worksites and some remote. The other half of our interns will join our remote micro-internship experience for three to four weeks in July. For your students who accepted offers to join one of our GE Leadership Programs, I’d like to further confirm we have no plans to rescind offers.”

Moreover, Michael Meade, Ohio State campus recruiting leader for GE, continued to provide exceptional leadership of GE’s recruiting efforts by proactively volunteering to be part of Fisher’s “Not Another Virtual Career Fair” networking event in the fall of 2020. The event was a beta test for the Office of Career Management’s virtual career fair platform ahead of its 2020 Fisher Fall Career Fair.

“Our partnership with Fisher and Ohio State is one of most successful collaborations, and we are motivated to work together to find the best way to continue our recruitment of their students during what will be a very different, but opportunistic, 2020-2021 recruiting year,” Meade said.

Graduate students take their talents to the career fair — virtually

COVID-19 has unquestionably impacted the ways in which job candidates around the world interact with employers seeking new talent. The situation has been no different at Fisher, as several graduate students suddenly found themselves in a precarious landscape of hiring freezes and canceled internships and an increasingly difficult environment in which to form strong, meaningful networking connections.

In response, the Office of Career Management partnered with RelishCareers and several other top business schools to develop a solution: a virtual career fair designed to serve the unique interests of graduate business students and employers.

Employers who participated in the April event were required to have at least one current job or internship opening. Participating students reviewed these positions and other company information, with the multi-day event concluding with a full day of live Q&A sessions from all participating companies.

In all, 21 employers, including Netflix, Amazon and Wells Fargo, posted 65 job openings for 530 interested graduate students, 105 of which represented Fisher. Other schools participating in the career fair were: Illinois, Michigan State, Minnesota, Rochester, Texas A&M and Wisconsin.
**Recruiting Outcomes Undergraduate Students**

**Top Hiring Companies:** *(Includes internship and post-graduation positions)*

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<thead>
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<th>Company Name</th>
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<tr>
<td>JPMorgan Chase &amp; Co.</td>
<td>84 hires</td>
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<td>PwC</td>
<td>55 hires</td>
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**16-25 hires**
- Accenture
- Amazon
- Cardinal Health
- Cohen & Co.
- DHL Supply Chain
- Huntington National Bank
- Nationwide
- PNC Bank
- RSM US LLP
- The J.M. Smucker Company

**10-15 hires**
- Deloitte Consulting
- General Electric
- General Motors
- Greif
- KeyBank Capital Markets
- KeyBank
- Marathon Petroleum Corp.
- Northwestern Mutual
- Oracle
- Sherwin-Williams
- TTI / TechTronic Industries
- Worthington Industries

**6-9 hires**
- Cisco Systems
- Anheuser-Busch InBev
- Bank of America
- BDO USA, LLP
- Defense Finance & Accounting Service
- Fifth Third Bank
- Ford Motor Company
- Gap, Inc.
- Goldman Sachs
- Insight2Profit
- Kohl’s Corp.
- Lower.com
- Macy’s, Inc.
- Morgan Stanley
- P&G / Procter & Gamble
- PepsiCo
- PolyOne
- Root Insurance
- Schneider Downs
- Spaulding Ridge
- Target Corp.
- The NRPI Group
- The Ohio State University
- Walmart, Inc.
- Wells Fargo Financial

**4-5 hires**
- Abbott and Abbott Nutrition
- ALDI
- Alliance Data
- American Eagle Outfitters, Inc.
- Avaap
- Capital One
- Columbus Blue Jackets
- Creative Artists Agency
- Crown Equipment Corp.
- Dell
- Designer Brands (formerly DSW Inc.)
- Eaton Corp.
- Emerson
- Epic Systems
- Fischer Homes
- GBQ Partners
- General Mills
- Goodyear Tire and Rubber
- Grant Thornton
- Highlights for Children
- Honda
- IBM
- J.B. Hunt Transport
- JLL / Jones Lang LaSalle
- Johnson & Johnson
- McDonald’s Corp.
- Meijer, Inc.
- Mettler Toledo
- Microsoft
- Navigator Management Partners
- Nestle
- NetJets
- ODW Logistics
- OhioHealth
- ORIX USA, Red Capital Group
- Owens Corning
- Progressive Insurance
- Reynolds and Reynolds
- Rogue Fitness
- Ross Stores Inc.
- Scotts Miracle-Gro
- Swagelok
- U.S. Bank
- Unilever
- Williams-Sonoma, Inc.
## Recruitng Outcomes Undergraduate Students

### Student Outcomes 2019-2020

<table>
<thead>
<tr>
<th>Employment By Major</th>
<th>Full-Time</th>
<th>Internship</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>AVERAGE ANNUAL SALARY</td>
<td>% OF STUDENTS</td>
</tr>
<tr>
<td>Accounting</td>
<td>$56,275</td>
<td>21.5%</td>
</tr>
<tr>
<td>Aviation Management</td>
<td>$15</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Economics</td>
<td>$57,141</td>
<td>1.7%</td>
</tr>
<tr>
<td>Finance</td>
<td>$62,162</td>
<td>32.3%</td>
</tr>
<tr>
<td>Business Mgt - Regional Campus</td>
<td>$42,667</td>
<td>1.3%</td>
</tr>
<tr>
<td>Human Resources</td>
<td>$52,327</td>
<td>1.9%</td>
</tr>
<tr>
<td>Information Systems</td>
<td>$64,668</td>
<td>3.6%</td>
</tr>
<tr>
<td>Insurance</td>
<td>$11</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>International Business</td>
<td>$57,578</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Logistics Management</td>
<td>$57,598</td>
<td>6%</td>
</tr>
<tr>
<td>Marketing</td>
<td>$54,209</td>
<td>22.9%</td>
</tr>
<tr>
<td>Operations Management</td>
<td>$59,497</td>
<td>6.2%</td>
</tr>
<tr>
<td>Real Estate</td>
<td>$59,122</td>
<td>1.6%</td>
</tr>
<tr>
<td>Special Major</td>
<td>$16</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Undecided</td>
<td>$17</td>
<td>1%</td>
</tr>
</tbody>
</table>

### Full-Time Salary

<table>
<thead>
<tr>
<th></th>
<th>MEAN</th>
<th>MEDIAN</th>
</tr>
</thead>
<tbody>
<tr>
<td>BASE SALARY</td>
<td>$58,334</td>
<td>$57,000</td>
</tr>
<tr>
<td>SIGNING BONUS</td>
<td>$6,087</td>
<td>$5,000</td>
</tr>
</tbody>
</table>

### Geographic Distribution

<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>NORTHEAST</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>40%</td>
<td>7%</td>
<td>3%</td>
<td>7%</td>
<td>71.4%</td>
<td>4%</td>
<td>4.4%</td>
<td>3.7%</td>
</tr>
<tr>
<td>Intern</td>
<td>35%</td>
<td>9%</td>
<td>5%</td>
<td>10%</td>
<td>69%</td>
<td>5%</td>
<td>4%</td>
<td>3%</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 81% for the Class of 2020, and Response Rate of 72%. The compensation data presented are based upon a Salary Disclosure Rate of 78% for the Class of 2020.
Companies Making Offers:

3M
Abbott Laboratories
*Abbott Nutrition
Abercrombie & Fitch
Advanced Drainage Systems
Allstate
*Amazon
AstraZeneca
AutoSweet
Axtria
Bank of America Corporation
Bingo Insurance
Branch Insurance
*Cardinal Health
Chevron
*Chewy
Chimney Rock Partners, LLC
Church Mutual Insurance
Clark, Schaefer, Hackett & Co.
Crow Works
Crowe
Cummins, Inc.
Deloitte
Deloitte Consulting
Discover Financial Services
DISH NETWORK
Dreamus
ECG Management Consultants
Eli Lilly & Company
Emerson
*Employment for Seniors
Exl Services Pvt. Ltd.
Experience Management Institute
*FBI
FedEx Freight
*Fifth Third Bank
*Ford Motor Company
*General Motors
Genpact
GEP
Ghostwave
Google
*Greif, Inc.
H2L
Highmark, Inc.
*Indiana University Health
Institute of Management Studies
Jack Cooper Holdings Corporation
Jasper Financial
*Johnson & Johnson
*JPMorgan Chase & Co.
Just Invest
Kaufman Development
*KeyBank
Kimberly-Clark
Launch Factory
*Lawrence, Evans & Co.
Lubrizol
Mac Murray & Shuster LLP
McKinsey
*Microsoft
MorganFranklin
National Grid
*Nationwide
Nestle
Nike, Inc.
Oak Moon Consulting
Ocean Spray
Ohio Health
*ORIX Real Estate Capital
*P&G / Procter & Gamble
Pegasystems
Perfect Practice
PetSmart
Pique
PlayD
*PolyOne
Premier Billing Solutions, LLC
Rapchat
*Republic Services
RJ Reynolds
Root Insurance
*S.C. Johnson & Son
Santander
Sawyers & Jacobs LLC
Scotts Miracle-Gro
Sheppard Wealth
Surety Home
Texas Instruments
The Hershey Company
The Ohio State University
The TEAM Productions
*The Wendy’s Company
T-Mobile
Too Good Eats
Two Labs
University of Pittsburgh Medical Center
USAA
Verde Capital Management
Verizon Wireless
*Walmart eCommerce
*Walmart, Inc.
Western & Southern Financial Group
*Whirlpool Corp.
*Williams-Sonoma, Inc.
Zenith Technologies

*These companies made multiple offers
## 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>$113,640</td>
<td>16%</td>
</tr>
<tr>
<td>Consumer Products</td>
<td>$105,000</td>
<td>4%</td>
</tr>
<tr>
<td>Energy</td>
<td></td>
<td>3%</td>
</tr>
<tr>
<td>Financial Services</td>
<td>$111,575</td>
<td>32%</td>
</tr>
<tr>
<td>Government</td>
<td></td>
<td>1%</td>
</tr>
<tr>
<td>Healthcare</td>
<td>$104,667</td>
<td>9%</td>
</tr>
<tr>
<td>Hospitality</td>
<td></td>
<td>1%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>$104,800</td>
<td>7%</td>
</tr>
<tr>
<td>Retail</td>
<td>$122,500</td>
<td>3%</td>
</tr>
<tr>
<td>Technology</td>
<td>$116,917</td>
<td>17%</td>
</tr>
<tr>
<td>Other</td>
<td>$105,600</td>
<td>6%</td>
</tr>
</tbody>
</table>

### 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>$111,030</td>
<td>$110,000</td>
<td>$60,000 - $165,000</td>
</tr>
<tr>
<td>Signing Bonus</td>
<td>$26,821</td>
<td>$25,000</td>
<td>$5,000 - $70,000</td>
</tr>
</tbody>
</table>

### Geographic Distribution

<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>47%</td>
<td>3%</td>
<td>6%</td>
<td>3%</td>
<td>65%</td>
<td>3%</td>
<td>7%</td>
<td>6%</td>
<td>10%</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>Intern</td>
<td>55%</td>
<td>6%</td>
<td>4%</td>
<td></td>
<td>78%</td>
<td>3%</td>
<td>1%</td>
<td>1%</td>
<td>13%</td>
<td>3%</td>
<td>1%</td>
</tr>
</tbody>
</table>

## MBA Employment By Job Function

<table>
<thead>
<tr>
<th>Function</th>
<th>Average Annual Salary</th>
<th>% of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consulting</td>
<td>$114,898</td>
<td>23%</td>
</tr>
<tr>
<td>Finance/Accounting</td>
<td>$105,769</td>
<td>20%</td>
</tr>
<tr>
<td>General Management</td>
<td>$121,850</td>
<td>16%</td>
</tr>
<tr>
<td>Marketing/Sales</td>
<td>$105,082</td>
<td>16%</td>
</tr>
<tr>
<td>Operations / Logistics</td>
<td>$112,063</td>
<td>23%</td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td>1%</td>
</tr>
</tbody>
</table>

## Percentage With Offers By Three Months Post-Graduation

<table>
<thead>
<tr>
<th></th>
<th>U.S Citizens/ Permanent Residents</th>
<th>International Students</th>
<th>Combined</th>
</tr>
</thead>
<tbody>
<tr>
<td>MBA</td>
<td>93%</td>
<td>83%</td>
<td>90%</td>
</tr>
</tbody>
</table>

## Internship Salary

<table>
<thead>
<tr>
<th></th>
<th>Monthly Average</th>
</tr>
</thead>
<tbody>
<tr>
<td>MBA</td>
<td>$6,778</td>
</tr>
</tbody>
</table>

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Employment Data on our Working Professional MBA Program will be available in October, in accordance with the reporting provisions of the MBA CSEA Standards for Reporting Employment Data.

Employment Data on our Specialty Masters Programs will be available in December, in accordance with the reporting provisions of the MBA CSEA Standards for Reporting Employment Data.
The Office of Career Management Team

**Recruiting Operations Team**
- Mark Wilson
  Director, Recruiter Relations & Technology
- Francie Buschur
  Graphic Designer
- Daresse Douglas
  Database Coordinator
- Susan Geier
  Recruiting Coordinator

**Undergraduate Team**

**Graduate Administrative Associates**

**Undergraduate Team**

**Graduate Administrative Associates**

**Undergraduate Student Staff Members**

- **Marketing Intern**
  - Maggie O’Brien
- **Career Events Intern**
  - Sami Smith
- **Consulting Academy**
  - Jon Alles
  - Alex Ikezawa
- **Front Desk Assistants**
  - Jess Hart
  - Reagan Snyder
  - Ally Wendling
- **Fisher Futures Investment Banking Program Co-Coordinators**
  - Jon Koval
  - Ani Varanasi
- **Investment Banking Program Coordinator**
  - Sam Hyde
- **Career Coaches**
  - Sneha Arora
  - Nithika Badam
  - Jeff Dong
  - Alli Esker
  - Christine Grooms
  - Eric Sun
The Office of Career Management Team

Describing 2019-2020 in One Word

Unpredictable
Instrumental
Challenging
Transforming
Growth
Anomaly
Zoom
Empathy
Resilient
Unique
Determination
Rollercoaster
Innovative
Accomplished
Optimism
Flexible
Unexpected
The Office of Career Management Team

Proudest Moments

Alex
Coordinating the graduate team’s virtual service delivery model and communication in response to the COVID-19 pandemic.

Allison
I launched the Marketing Bootcamp program to ensure MBA marketing students were well-prepared for technical marketing interviews. The program was well-received and really helped the students hone their skills.

Audrey
I am most proud of how our office was able to quickly adapt to the COVID-19 crisis by converting our services to online. A specific example of this is my BA 2601 course. I had just under two weeks to change my in-person course to all virtual and I finished out the last few weeks of the semester with six guest speakers via Zoom. Thanks to technology and the flexibility of students and speakers, it was pretty seamless!

Darese
Assisted with a project that helped us conclude that students who are QUIC-certified report salaries that are higher than salaries of ones who are not QUIC. A great data point to promote becoming QUIC-certified for undergraduate students!

Donna
Given that almost half my normal workday involves personally interacting with welcoming guests into our department, I take pride in helping to make our students, recruiters and partners comfortable and to assist them any way I can. I supervise the student front desk assistants and together we help to make the Office of Career Management everyone’s favorite place to recruit.

Francie
I am proud of the headshot program that I piloted this year. Not only does it give me the opportunity to interact with and serve our amazing students on a daily basis, but it helps them to put a current and professional face to their social media accounts.

Jamie
I’m so very proud of our entire team for their positivity, creativity, professionalism and resilience as we all navigated a global pandemic and working from home. In many respects, because of the positive energy of our team, the situation has brought us even closer together.

Jeff
Engaging our OCM management team and all team members in a transparent, inclusive and highly communicative process in submitting our proposals for career bands and levels in the Ohio State Career Roadmap process, and gaining final approval from both Fisher and Ohio State HR. Additionally, leading the Ohio State career management efforts in getting approval for a more comprehensive sub-function description of our collective work.

Jill
Have increased my involvement/leadership with our professional organization and serving/volunteering on a couple committees.

Katie
I am most proud of my BA2600: Undergraduate Speaker Series course this year. I made changes to the course structure to be more developmental and engaging for students. On top of that, I was very impressed with my students and guest speakers. Despite the pandemic, they adapted so well to the virtual format and were very eager to continue participating.

Lauren
Being selected to present a webinar on developing an online career course for the National Association of Colleges and Employers.

Mandy
Achieved over 80% reporting of Working Professional employment outcomes

Margie
My involvement with the University Senate. As a staff alternate, I actually got to fully participate as a voting member three times, and I attended all Senate meetings. Gave me a better appreciation for the shared governance model at Ohio State and for President Drake, and a broader perspective of university issues.

Mark
Successfully introduced the Not Another Career Fair concept.

Nancy
I obtained my Board Certified Coach credential through the Center for Credentialing & Education

Sarah
Being awarded the 2020 Dick Maxwell Award from Student Life Disability Services

Steve
Successfully completing a series of webinars intended specifically for the incoming MAcc students

Susan
Helped organize the Not Another Career Fair event. The event created an atmosphere where students could feel comfortable interacting with recruiters and asking questions without the fear of not being perfectly prepared as they would in a normal career fair.
The Office of Career Management Team

Memorable Student Moments

Alex
After an “emergency” last-minute case interview session: “I truly can’t thank you enough for helping me learn to case! It is 100% the reason that I got this far.”

Allison
I helped a student with a non-traditional background figure out what path to pursue and how to talk about his background in a compelling way.

Audrey
A BA2601 student told me she accepted a talent management internship and “couldn’t have gotten it without the skills that I learned in this class.”

Donna
Our front desk was welcoming and efficient and the way our student staff came together to update procedures and grow was amazing. Helping students feel good about their OCM experience is very satisfying.

Jamie
Working with a first-year international MBA student to refine interviewing skills and boost self-confidence that led to her securing an amazing internship!

Jeff
Worked with an undergraduate student from India over several months and helped him secure a post-graduate position as a financial analyst in the Ohio State Office of Business and Finance.

Jill
Worked closely with an international student interviewing for internships for summer 2020 and he was offered his top internship choice!

Katie
I have helped a nontraditional student interested in careers in marketing identify specific areas of interest and build confidence with her networking and interviewing skills.

Lauren
One of the students I have been meeting with since 2018 secured a role with a top company. This student’s confidence has grown tremendously and I cannot wait to see the impact they make after graduation.

Mandy
I coached a FT MBA student through indecision on their desired career path through their acceptance of their preferred internship opportunity.

Margie
A QUIC interview I did with a student, who did pretty well, but they had to use better strategy to respond to some questions. They had to come back to respond to three specific questions and the improvement was amazing. They incorporated the feedback I provided in their new responses, which made a huge difference.

Mark
Enjoyed helping a sophomore finance major seeking a summer 2020 internship. Helped the student connect with J&J for an interview and he ultimately was offered the internship.

Nancy
An international MBA student from Nigeria and I worked very hard on her interviewing skills through many hours of practice interviews. This hard work paid off immensely as she was offered an internship at Microsoft – one of her top target companies.

Sarah
Two students I worked with for three years both landed full-time roles with very prestigious consulting firms and started a Consulting Academy to help younger students.

Steve
I worked closely with an international MBLE student to improve her pitch, interviewing and networking skills. Despite many obstacles during the current crisis she successfully secured a summer internship with DHL.
Office Of Career Management
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2108 Neil Avenue
Columbus, Oh 43210-1144
Phone: (614) 292-6024
Fax: (614) 292-1007
fisher.osu.edu/careers