



# Lazarus Center

FOR CAREER DEVELOPMENT



2022-23 ANNUAL REPORT

# Deans' Statements

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Career development and education at Smith fit who we are—a selective liberal arts college that centers women's experience and leadership. Smith students are inquisitive, active and socially aware, and they've come here to learn from cutting-edge faculty and expert staff both in and out of the classroom, on and off campus.

The Lazarus Center for Career Development has reinvented itself to become a champion for work-integrated learning across campus and in close partnership with faculty, staff, alums and employers. In this report, you will read about how the center is breaking down barriers and expanding access to competitive careers.

In a short time, we have gained recognition as a national leader in career preparation aligned with the liberal arts. We were one of only four schools to earn a Career Services Pursuit of Excellence Award from the Career Leadership Collective. We were invited to present on liberal arts career education at the annual American Association of Colleges and Universities conference, and we were named a top Fulbright-producing school.

We have done this work in close collaboration with you, the Smith community, and we hope you will enjoy reading about our work and thinking about how you can engage in our new initiatives.

### Alex Keller

INTERIM DEAN OF THE COLLEGE AND  
VICE PRESIDENT FOR CAMPUS LIFE





Smith is committed to inclusive excellence in career education—integrating liberal arts learning with work-learning experiences and skills development, from day one through graduation and beyond. A strategic priority for the college, our vision focuses on: scaling career planning, expanding career networks, and enhancing work-based learning and skills training.

We hope you enjoy learning about our new programs and initiatives aimed at expanding opportunities for all Smithies. Some highlights:

- We implemented a highly respected “Career Launch” curriculum focused on building skills and confidence in social capital development.
- We added new skills training, such as the cutting-edge Cybersecurity Consulting program from Deloitte.
- We provided early engagement to 600+ students via the CliftonStrengths for Students skills and strengths assessment tool.
- We supported more students than ever before with Praxis funding and we significantly increased our funding to support students attending professional development conferences.

We have done this work in conjunction with a multistakeholder advisory committee, the Smith College Business Network and student consulting teams. This is how we lead—for you and with you—and we look forward to hearing your thoughts on our progress.

## Faith McClellan

DEAN OF CAREER DEVELOPMENT

For years, students and faculty have pointed to the need for more balanced career planning. Students give strong reviews of general career advising at the Lazarus Center—93% of students say they would recommend career advising to a friend—but offer mixed reviews of industry-specific connections in areas outside of recruiting-driven fields.

To help students build engaged, purposeful careers across industries, the Lazarus Center is pleased to launch career communities at Smith. Career communities provide specialized coaching for specific fields centering on relationship building and career readiness—helping every student successfully navigate their future. The model is widely recognized as one of the most impactful ways to increase career satisfaction and mobility outcomes.

With your support, we are building this model now and will launch a robust sequence of industry-engaged programming and advising in the fall. Please stay connected and let us know how you would like to engage in this dynamic initiative.

## Deborah Wijnhoven

ASSISTANT DEAN OF EMPLOYER PARTNERSHIPS  
AND CAREER COMMUNITIES



# Class of 2022

# First-Destination Outcomes

## 97%

OF SMITHIES LAND A JOB OR FULL-TIME GRADUATE STUDY WITHIN SIX MONTHS OF GRADUATION.

## \$54,571

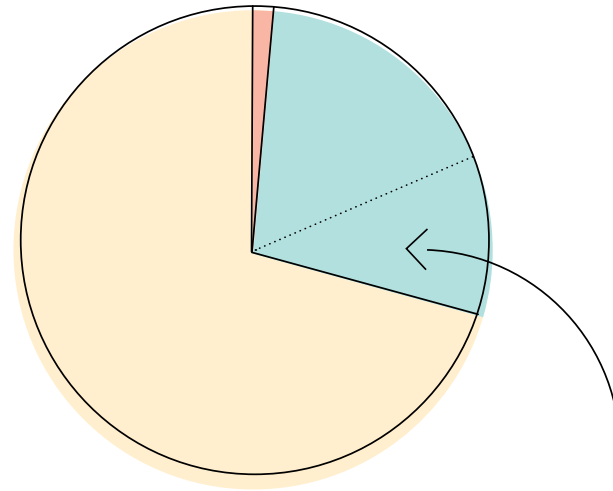
IS THEIR AVERAGE STARTING SALARY\*, WITH TECH/FINANCE COMPENSATION REACHING \$140,000+.

*\*Above average among elite liberal arts peers*

### TOP GRAD SCHOOLS

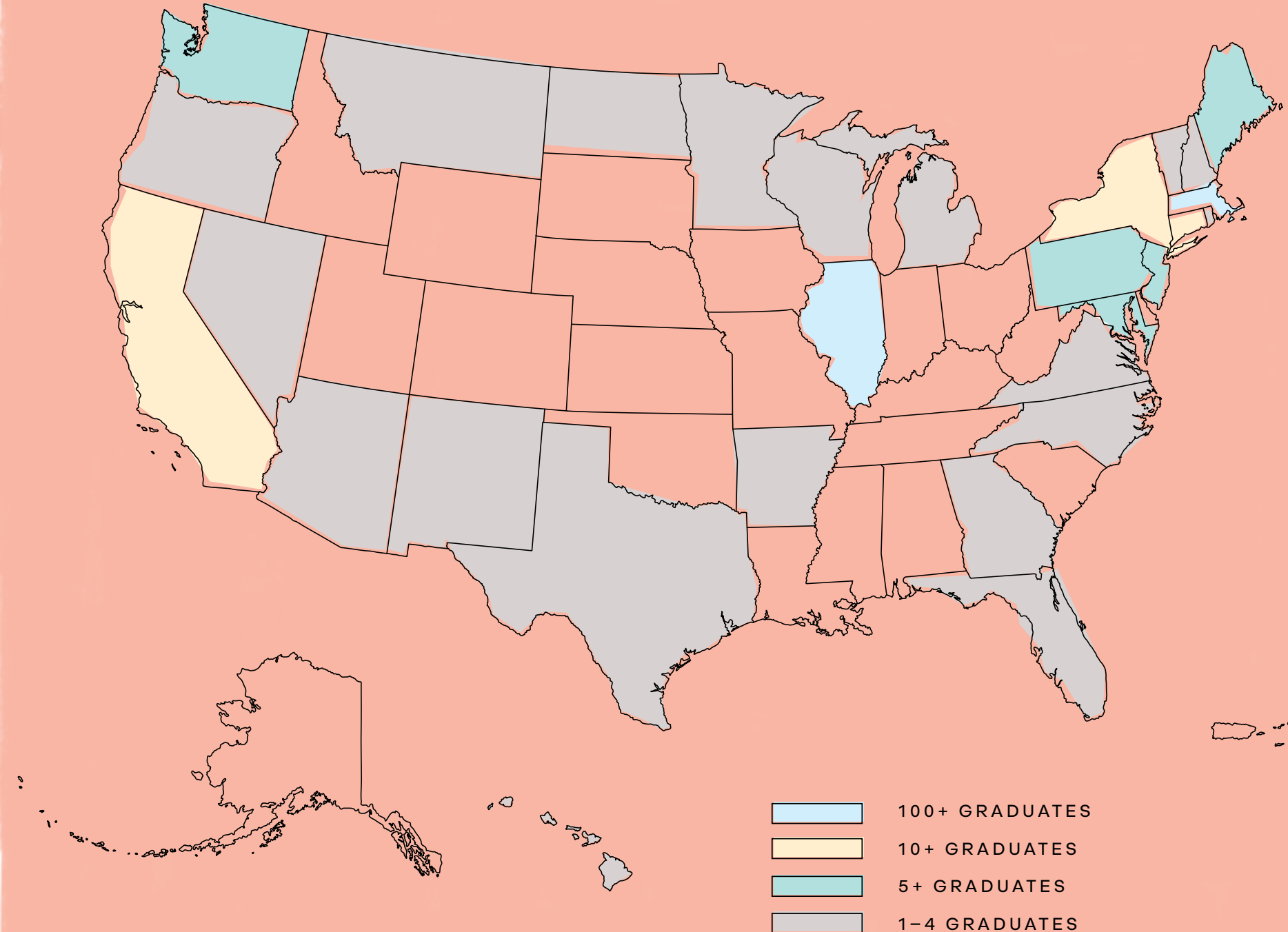
- Boston University
- Brown University
- Columbia University
- Dartmouth University
- Duke University
- Harvard University
- Stanford University
- University of Chicago
- University of Massachusetts Amherst
- University of Michigan
- University of Pennsylvania
- Yale University

70% EMPLOYED  
27% IN GRAD SCHOOL  
3% OTHER



38.7% OF GRAD SCHOOL-BOUND SMITHIES WENT ON TO BEGIN PH.D. PROGRAMS DIRECTLY AFTER UNDERGRADUATE STUDY.

RECENT GRADUATES BEGAN THEIR CAREERS IN 10 COUNTRIES AND 30 STATES



The Lazarus Center is committed to using data to inform our decision making in support of career equity. We have found, for example, that Smith students with underrepresented minority identities, such as international students and Pell-eligible students, generally engage with career development advising and programming at rates higher than the campus average.

Our equity analysis has also identified some important areas for growth. For example, only 37% of first-generation students completed an advising appointment with our office this past year. This has informed our programming initiatives, including some listed on the next page.

In addition to demographic equity concerns, another priority is ensuring that we are serving Smith students across different disciplines. Qualitative student feedback demonstrates a strong need for enhanced industry-focused networking support, which informed our upcoming adoption of a career communities model.

## CAREER COMMUNITIES

The Lazarus Center is currently building multiple pathways, grouped by industry interest area, that will introduce students to a variety of careers and ways to gain experience.

They are:

- Arts, Media & Communications
- Business, Consulting, Finance & Entrepreneurship
- Data Science, Math & Technology
- Education, Nonprofit & Social Impact
- Government, International Affairs, Law & Policy
- Science & Health Professions

## PROGRAMMING

Equity-focused programming is threaded throughout our events calendar.

Highlights include:

### CAREER LAUNCH ACADEMY

Career advisers use this nationally recognized curriculum to help cohorts of students—particularly historically underrepresented students—build social capital and launch effective job and internship searches. Broadening the networks and resources accessible to first-generation and low-income students begins to level the playing field.

### TRANSFORMING THE WORKPLACE

This panel of trans and nonbinary alums sharing experiences from within their fields is an annual event co-sponsored by the Office for Equity and Inclusion, the Lazarus Center for Career Development and Alum Relations.

### VOICE AT THE TABLE

During this series of conversations featuring alum and employer partners from a variety of industries, students hear how companies are hoping to attract and retain diverse talent and engage in an open dialogue about challenges and opportunities in the current climate.

### WORKSHOPS FOR FIRST-GEN STUDENTS

In partnership with the Community for Low-Income & First-Gen Students (CLIFS) and First Gen Out Loud, advisers lead small-group events so that students can workshop specific career-related topics, like networking and building a LinkedIn profile.

## FUNDING

To help reduce financial barriers, we offer the following:

### TEST-PREP FUNDING

Students who want to take a DAT, GMAT, GRE, LSAT or MCAT prep course are eligible for reduced rates or reimbursement.

### UNIVERSAL CONFERENCE FUNDING

In partnership with the Student Government Association, we offer students funding to attend career-related conferences of their choice. This year, we more than tripled available funding, allowing us to make conference attendance achievable for a broader range of students.

82%

OF GRADUATES REPORT THAT THEIR FIRST EMPLOYMENT IS PART OF THEIR INTENDED CAREER PATH.

#### CLIFTONSTRENGTHS

This assessment, available to all students, unlocks a personalized report to better understand individual talents and how to optimize them in and out of the classroom. We offer workshops with a career adviser to debrief results.

In addition to 3,363 one-on-one appointments, advisers led workshops, coordinated alum and industry panel conversations, and hosted drop-in advising sessions, often in partnership with campus partners and student organizations.

#### NEW THIS YEAR! TAILORED DROP-IN ADVISING SESSIONS FOR:

- Ada Comstock Scholars
- International students
- Neurodiverse students
- Student athletes

#### PEER ADVISING

Peer advisers are current students trained to help fellow Smithies improve their résumés and cover letters, search for jobs and internships, print business cards, and borrow suits for interviews. Peer advisers also co-lead career events across campus.

This team of students logged 710 one-on-one meetings (nearly one-third of the student population) during the academic year.

97%

OF STUDENTS WHO ENGAGED WITH THESE TYPES OF PROGRAMS SHARED THAT THEY ADVANCED THEIR CAREER EDUCATION.

## Katie Doherty '23

ECONOMICS MAJOR

The Lazarus Center has helped me immensely in my career development. The office is abundant with resources that I have come to use regularly in my personal life but also as a peer adviser.

I have gained confidence in my ability to prepare proper job-seeking materials and present myself as a competent and hardworking person. I feel that I have been given great advice and was able to develop a strong career plan. I've also had, through the office, incredible opportunities for networking and meeting industry professionals and recruiters.

*What's next?* Katie is starting her career as an analyst at Strategic Wealth Partners in Chicago.



## Health Professions

This team is dedicated to students and recent alums who are exploring careers in the health professions. This year we added an assistant director, which helped us provide 119 more appointments while reducing average wait times from 19.6 days to 9.8 days—35% better than the industry standard.



### ALUM PARTNERSHIP

Deborah Davis '76, a member of our faculty Board of Health Professions Advisers, taught 10 seminars in collaboration with faculty in neuroscience, engineering, biology, and exercise and sport studies during five campus visits. She also gave a public lecture about her research and met with about 100 students over lunches and dinners and in one-on-one meetings.

“Her humor, alongside her experience in fighting through gender injustice in her professional career, made every single conversation with her so inspiring. It was very cool to learn about the technologies that are being used on the front line of health care and the opinions about med school and its admission [process] from someone who is sitting on the board of admissions.”

— STUDENT FEEDBACK

## Ama Boamah '23

CHEMISTRY MAJOR, BIOLOGY MINOR

My first encounter with the Lazarus Center was a month into my first year, when I spoke to Elly Mons about my goals to pursue health education after Smith. I scheduled a meeting every semester to update Elly on my classes and my summer plans. She connected me to resources that contributed to my specific area of focus.

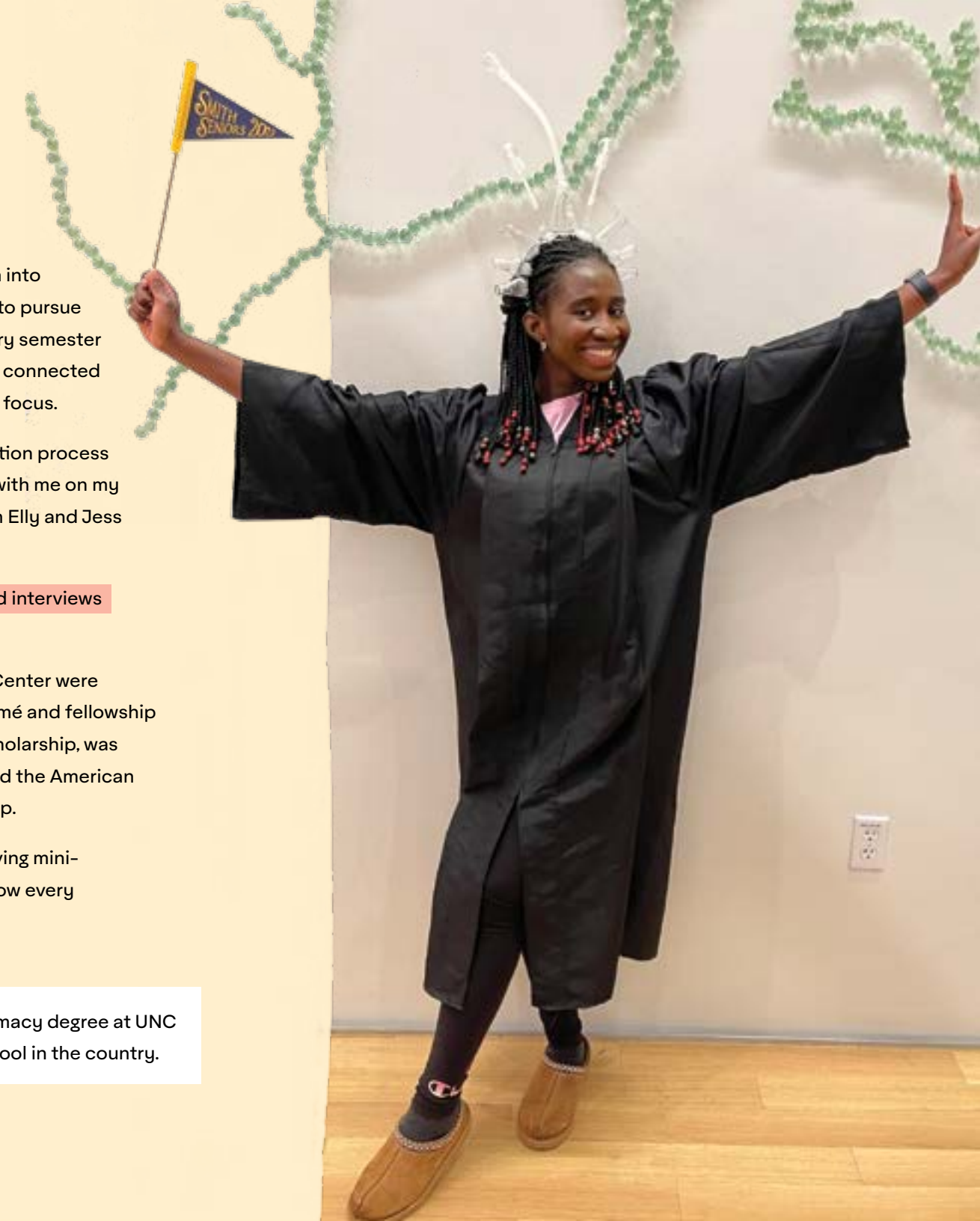
The summer before my senior year, I started the application process for pharmacy school. Jess Pfeffer worked one-on-one with me on my essays. It was a long process, but I was glad to have both Elly and Jess on my side throughout the process.

After applying to 10 pharmacy schools, I was able to land interviews and offers from all 10 schools!

While most of the services I received from the Lazarus Center were for my journey to pharmacy school, I also used the résumé and fellowship services and landed a nomination for the Goldwater Scholarship, was a finalist for the Jeff Ubben Posse Fellowship and earned the American Society of Pharmacognosy Summer Research Fellowship.

I'll encourage students with any type of goal to start having mini-conversations about their dreams. You don't need to know every answer yet, just take it one day at a time.

*What's next?* Ama is pursuing her doctor of pharmacy degree at UNC Eshelman School of Pharmacy—the No. 1 pharmacy school in the country.



## Pre-Business

The business, consulting, entrepreneurship, and finance set of professions continues to be a key industry cluster for Smithies. We consistently increase access to competitive experiences at top-tier organizations and prepare students for business-oriented careers.

Regular opportunities include:

- Crack the Case workshops: Technical training for consulting interviews
- Forté Foundation professional development opportunities for future women in business
- Networking, mentoring and mock-interview preparation with alums
- On-campus Bloomberg Terminal, managed by the Conway Center, which connects students to real-time industry data.
- Panel discussions with MBA alums and executives in finance and consulting.

### SELECT EMPLOYER PARTNERS



accenture 

BCG BOSTON CONSULTING GROUP 

Deutsche Bank  

Goldman Sachs 

Morgan Stanley

 Putnam INVESTMENTS 

## Lika Mikhelashvili '23

QUANTITATIVE ECONOMICS AND  
STATISTICAL AND DATA SCIENCES MAJORS

Lika leaned on the team at the Lazarus Center to help pave her pathway toward a career in finance. Throughout her four years, she took advantage of internship support, consistently met with career advisers and participated regularly in recruitment events for students. Internships at Rebellion Research—an artificial intelligence financial adviser and hedge fund, and at Emerald Advisors—a small wealth-management firm, set her up for success as a summer analyst at American Express after her junior year.

*What's next?* This summer, Lika will be joining the American Express team full time as a credit and fraud risk analyst.





## Pre-Law

Our expansion of pre-law programming this year included:

- Exploring Your Path to Law School event during the First-Year Experience Program
- Industry panel with attorney alums in a range of practice areas and roles
- Advice panel featuring 2023 graduates accepted to law school

More than 150 students subscribe to the new pre-law newsletter, which features internal and external events of interest, internships and scholarship opportunities, especially for historically underrepresented students in the legal field.

### TOP LAW SCHOOLS ACCEPTING SMITH GRADUATES

- American University Washington College of Law
- City University of New York School of Law
- Columbia Law School
- Cornell Law School
- George Washington University Law School
- New York University School of Law
- Northeastern University School of Law
- Northwestern Pritzker School of Law
- University of Michigan Law School
- Yale Law School



## Nellie Ayala '23

SPANISH MAJOR, GOVERNMENT MINOR

Over my years at Smith, I have utilized the career center for pre-law advising and for fellowships advising. One piece of advice that stood out to me was: If I feel an intuitive feeling, to follow it no matter what other people say.

All the advisers at the Lazarus Center are so kind and genuinely invested in Smith students and have helped me so much. A shout-out to Anna and Deb, Lazarus Center advisers, for their support when I put together and moderated the alum law panel!

Being involved with the career center has helped me improve my follow-up skills, my writing and enabled me to make solid connections via networking.

*What's next?* Nellie is exploring Panama this summer, and will then work as a paralegal in Los Angeles before pursuing law school.

# Internships



84%

OF SMITH STUDENTS COMPLETE  
AT LEAST ONE INTERNSHIP  
BEFORE GRADUATION.

To compete in today's world of work, students need internships and experiential learning. These opportunities allow Smithies to apply on-campus learning to real-world problems. They also pave the way for vital connections between students and employers, mentors and industry contacts.

## PRAXIS

Praxis funding offers Smith students up to \$4,500 to participate in a qualified unpaid summer or interterm internship.

This resource lets students engage in practical work experiences in industries that may or may not directly connect to their major.

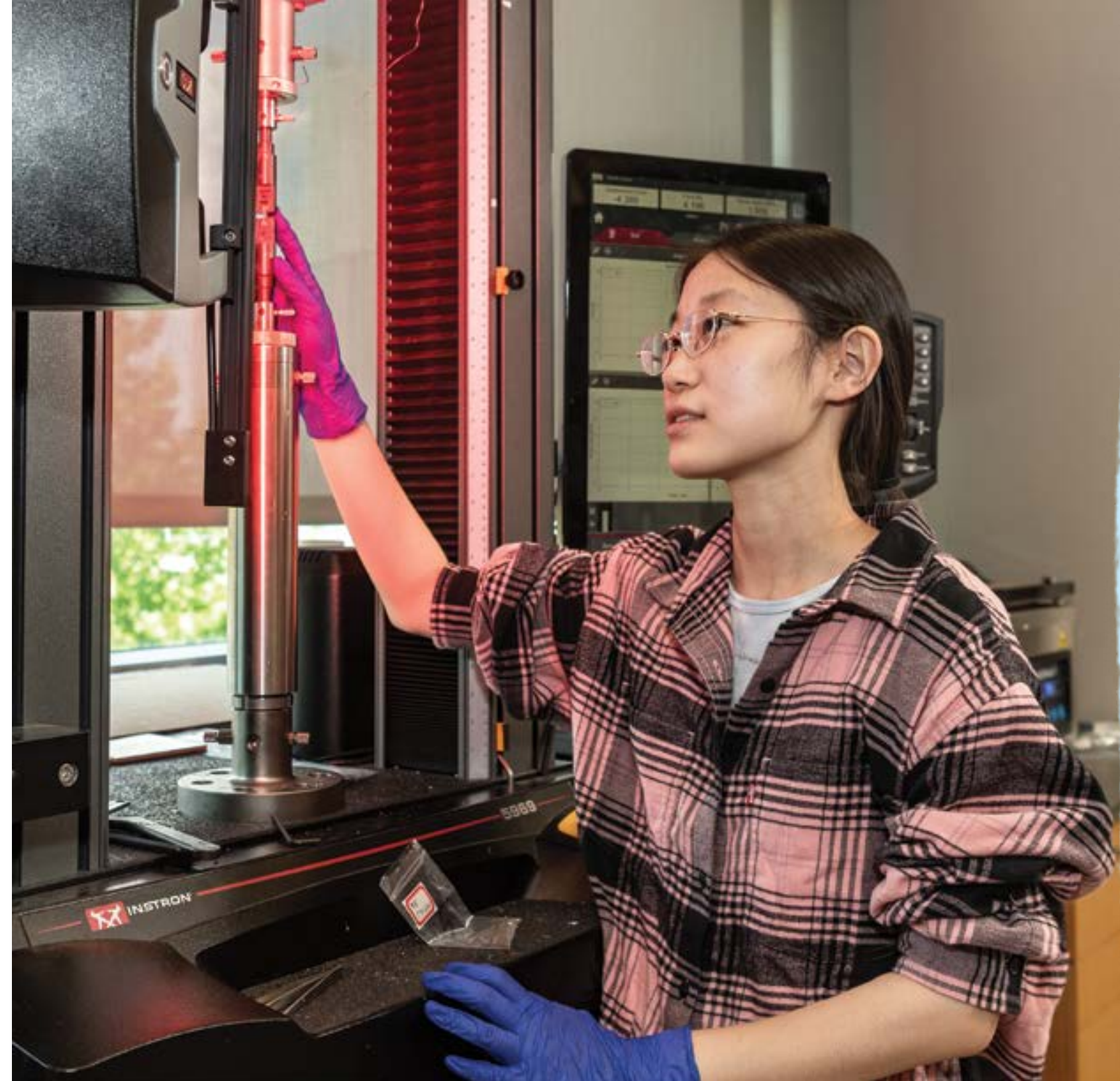
## PRAXIS IN PRACTICE

English major Sarah Waring '24 loves to write. At Smith, she was fascinated by her fiction writing course, but she wasn't sure how this passion would translate into a career. The Praxis program introduced Sarah to a publishing internship that helped answer that question.

"My six weeks at Brandt & Hochman Literary Agents taught me how to use my academic skills in a new sphere: the workplace," Sarah said. "I had never had a 'real' job before, and this experience taught me how to handle a full day of work. [My internship] affirmed that publishing was a fascinating industry in which to work, and reassured me of my interest in it."

## INTERNSHIP CREDIT

Internship Credit (IDP 117) offers academic credit for qualifying internships, which expands access for international students—supporting their curricular practical training (CPT) requirements—and for other students whose internships require that they receive credit.



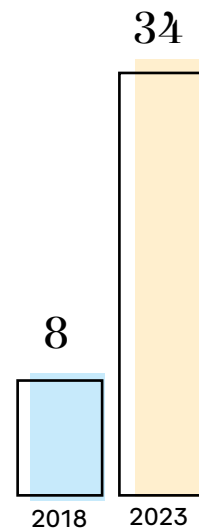
## CONNECTING TO CONCENTRATIONS

In addition to majors and minors, Smith's 10 concentrations offer interdisciplinary ways to combine intellectual and practical experiences—such as internships and service learning—around an area of interest. The concentrations include community engagement and social change, collaborative innovation, global finance, journalism and museums, among others.

To better support post-graduation opportunities, the fellowships team joined the Lazarus Center in 2023. In addition to continued success—like being a Fulbright Top-Producing Institution for the past two decades—this team put a new focus on early career fellowships.

One example: In partnership with the Lewis Global Studies Center, the fellowships team helped seven students—including two first-year students and two sophomores—earn the Benjamin A. Gilman International Scholarship, which provides funding for study abroad as well as access to a large network of mentors.

Number of Applications From First-Years and Sophomores



Our focus on early career opportunities has helped us hit a record-high number of fellowship applications this year.



## Takondwa Priscilla Semphere '18

Takondwa is one of only 85 students selected for the 2023 cohort of Knight-Hennessy Scholars, a multidisciplinary, multicultural graduate scholarship program. Standing out amid 3,733 eligible applications, Takondwa will receive full funding to pursue graduate studies at Stanford University while engaging in experiences that prepare her to be a visionary and collaborative leader.

She is the first-ever Knight-Hennessy Scholar to represent Malawi, her home country, and the first Smithie to earn the award.

“The fellowships team was so helpful as I thought about how to put my best foot forward, giving me valuable advice that was really instrumental once I interviewed,” said Takondwa, who connected with the Lazarus Center from South Africa. “Most importantly, the team was really affirming about my accomplishments, helped me tell the story of my experiences well and I stepped into the process feeling confident and prepared.”

*What's next?* Takondwa begins a master's in learning design and technology at the Stanford Graduate School of Education in the fall. “Afterward, I hope to lean into my interest in story-driven innovations and pivot my career toward work at the intersection of education, technology and design,” she said.

# Recruiting

The employer engagement team creates strong relationships between students, alums and employers in a wide variety of industries, which increases students' access to competitive opportunities. They host skill-building workshops and direct recruitment events, including industry site visits in metro areas and three annual career fairs.



## SKILL-BUILDING OPPORTUNITIES

In partnership with alums and other industry experts, the Lazarus Center organizes highly sought-after skill-building opportunities that include:

- Conflict Resolution
- Cybersecurity Consulting
- Data Analytics
- Excel Fundamentals
- Wall Street Prep: Accounting and Financial Modeling

## SMITHIES IN CYBER

In January 2023, we launched this pilot in partnership with Deloitte, the global leader in cybersecurity consulting. More than 20 students participated in the weeklong cybersecurity course, making them eligible for certification and connecting them to useful contacts at Deloitte, including several alums who participated in the design and teaching of the course.

## A SELECTION OF THE LAZARUS CENTER'S TOP EMPLOYER PARTNERS

Atento Capital	EdgeHill Partners
Amazon	Google
Bank of America	JPMorgan Chase & Co.
Boehringer Ingelheim	Massachusetts General Hospital
Broad Institute	Mastercard
Citizen Film	Ms. magazine
Cleveland Museum of Art	Microsoft
Collins Aerospace	Nordson
TD Cowen	Partnership for Public Service
Dassault Systèmes	Teach For America
Deloitte	U.S. Department of State
DraftKings	Wedbush Securities

## INCLUSIVE RECRUITING SUMMIT

In partnership with Wellesley College, the inaugural Inclusive Recruiting Summit brought together a group of employers and students who prioritize diversity, equity, inclusion and belonging. This half-day event featured panel discussions, informal and formal networking, and growth opportunities for both students and employers. Employer participants included Baker Hughes, Compass Lexecon, Epic Systems, Littlejohn & Co., and MEDITECH.

# 107,816

JOBS AND INTERNSHIPS (VETTED BY LAZARUS CENTER STAFF) WERE POSTED TO HANDSHAKE IN THE LAST YEAR.

FACILITATED

# 118

RECRUITMENT EVENTS



We are substantially increasing alum participation in our career programming, including through networking, internships, recruitment and advising.

## INDUSTRY LEADER NETWORKING LUNCHEON

A group of alum leaders from the Smith Business Network board shared words of wisdom and career advice with students during this event, co-sponsored by Alum Relations. After a student-led panel discussion, Smithies were able to network in small groups.

“The panelists gave excellent perspectives on how they incorporated their Smith experiences into their career paths. This was so helpful!”

- A STUDENT WHO RATED THE NETWORKING LUNCHEON A 5/5 EVENT



## NETWORKING IN ACTION

Smith offers two vital elements that help students succeed: access to a powerful career network and training in the communication skills needed to confidently build professional connections.

Many students, like Beata Knecht '24, turn to the Lazarus Center to acquire networking skills that will serve them in college and beyond, and to attend career events where they can put those new skills to use.

“I knew networking was very important, but I still wasn’t sure how to network,” said Beata, who is a double major in economics and statistics and data sciences. “I don’t really come from a background where I’ve done a lot of networking, especially in finance and business.”

The Lazarus Center understands that a powerful network isn’t enough; students must feel confident tapping into it and have opportunities to meet with alums in their fields.

Beata attended a Women in Finance panel hosted by the Lazarus Center, where she met Sara Buckley '95, managing director at Piper Sandler, who introduced her to a career preparation opportunity at the investment banking company. “Having Sara as a mentor has been so helpful, especially in trying to break into the finance industry, which can be very male and very white and a little intimidating for a multiracial person like me,” Beata said.

The Lazarus Center is growing its engaged global network of alums. In the last five years, more than 700 alums have listed opportunities for Smith students and graduates with the career center, and nearly 100 have participated in panel discussions, mock interview sessions and other career-readiness events. These resources reflect a strong network of recruiters and leaders who want to hire Smithies.

“The network is really important,” Beata said. “There are a lot of other ambitious Smithies like me who want to break into these competitive fields. Being able to tap into that network and talk to other Smithies about their experiences can help us stand out, break in and be successful.”

**700+**  
ALUM EMPLOYER  
PARTNERS

## THE LAZARUS CENTER CAN'T DO IT ALONE.

WE ROUTINELY ENGAGE WITH STUDENTS, ALUMS, EMPLOYERS AND OUR PEERS.

On campus, we work closely with **Alum Relations**, the **Office for Equity and Inclusion**, the **class deans office** and **academic departments**.

ADDITIONALLY, WE FREQUENTLY PARTNER WITH OTHER LEARNING CENTERS AT SMITH, INCLUDING:

**Jill Ker Conway Innovation & Entrepreneurship Center**, which prepares Smith students to become different kinds of entrepreneurs, leaders and innovators who engage with the world beyond campus.

**Design Thinking Initiative**, which fosters hands-on making that leads to responsible innovation and also teaches the **Designing Your Path (IDP 132)** and **Articulating Your Path (IDP 232)** courses, offering students credit-bearing opportunities to explore questions of purpose and identity in their lives.

**Jandon Center for Community Engagement**, which fosters opportunities for Smith students to engage actively with the community and practice responsible citizenship.

**Wurtele Center for Leadership**, which equips all members of the Smith community with the creativity, courage and collaborative capacity to lead positive change at scales both large and small.

We are so grateful to be in a community with strong partners to support Smithies' lifelong success.

SMITH COLLEGE®