

COLORADO SCHOOL OF MINES

2008-2009 Career Center Annual Report

November 16, 2009



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Executive Summary

This report contains information for graduates from the 2008-2009 academic year, including those who received their degrees in December 2008, May, June and August of 2009. The update report is included, with 6-month, 12-month and 18-month perspectives.

The 2008-2009 academic year began with a strong economy and a huge demand for engineers. The Career Center planned and implemented the largest Career Day in Mines' history. The Student Recreation Center was overflowing, with 219 employers represented; another 103 companies were on a wait list. With these initial indicators, it promised to be a year repeating or surpassing the previous record-setting two years of recruiting at Colorado School of Mines (these were also during solid economic climates). In addition, other vital recruiting activities during the CSM Fall 2008 season were the most robust on record, including 2728 on-campus interviews (compared to 2587 in Fall 2007) and 92 company information sessions (compared to 90 in Fall 2007).

Shortly after an extremely busy start of on-campus interviewing, the 2008-2009 academic year became a time of concern for all colleges as the country and the world moved into a recession. This was just the time when our campus is typically abuzz with job offers for both graduating seniors in Bachelor's programs and Master's and Doctorate candidates completing their degrees. And although the early registration time-frame for the Spring 2009 Career Day helped the event numbers stay strong with 181 organizations participating, the event did not have a wait list as in the past, and many companies had already started drastically reducing their hiring numbers. Many companies cancelled or did not schedule their normal on-campus interviews in the Spring 2009 season, due to cuts in recruiting budgets. To counteract the effect of the weak economic environment, the Career Center implemented several new successful activities that helped to boost the employment opportunities available to students and graduates. These new endeavors included two virtual career fairs in the spring and summer of 2009, resume drops at Career Day, and two specialized summer graduate job searching workshops.

The strong placement statistics reported in the 2006-2007 and 2007-2008 issues of the Colorado School of Mines Career Center Annual Report had previously been thought by some to be the "new norm" in placement reporting. However, instead it was realized that those extraordinary years of growth in the industries that seek our students are perhaps more an anomaly than an expected occurrence. Many of our regular employing organizations proceeded with caution in their recruiting and contract offers; unfortunately several companies had to rescind on offers that they made early in the season. At the same time, however, we heard from recruiters verbally affirming the value of the Colorado School of Mines education and the continued commitment to keep CSM as one of their "Tier I" or "Core" schools.

The **72%** placement rate noted in May for BS graduates steadily rose through the following two months. By the end of August, **86%** of the 2008-2009 BS graduates were reported placed, with MS and PhD graduate cohorts both achieving **96%** placement. Perhaps surprisingly, the overall average BS salary offer did not decrease; rather the 2007-2008 average offer of \$61,478 rose to **\$64,042**, a **4% increase** mirroring the 2008 salary offer increase from 2007. The Master's graduates enjoyed a larger **7%** increase from \$66,946 to **\$71,872**; there was a more modest **3%** change from \$78,345 to **\$80,465** as the average offer for Doctoral degree graduates.

Included in “placed” numbers are those committed to jobs in industry, government, military or those who are going to graduate school; in addition, there are those who tell us they are not looking for other reasons. A trend noted during these difficult economic times by the employers has been to keep the graduate in an extended internship or “contract” position longer. These are observed to be full-time work commitments which do prevent the person from fully engaging in active job seeking activities. At times the reported contract base salaries are significantly higher (or lower) than the full employee base salaries. Because of this, they are not considered to be statistically valid to be factored into the average salary figures. Another category of “placed” graduates are those international students who do not receive positions with U.S. based companies, and who are assumed to return to utilize their education in their home countries following completion of degrees at Colorado School of Mines.

Looking Forward

Employment opportunities for Mines graduates are definitely affected by the same arduous economic situation experienced by other universities’ graduates around the country. However, Colorado School of Mines continues to provide the highest level of personalized career services to students and recent graduates. The Career Center is dedicated to serving the needs of the students, assisting them one-on-one with such skills as resume and cover letter writing, interviewing, networking and using resources for in-depth employer research. We also have developed a network of dedicated employers who assist with professional job searching workshops. Through advising and development, we are seeing students who are learning to become more pro-active and involved in creating their futures.

To better track the current and future progress of the graduates’ status, the Colorado School of Mines Career Center has executed an ongoing reporting process, which will continue with future graduates in the 2009-2010 academic year. The staff in the Career Center will also continue the new services initiated in 2008-2009, and add new programs, including: 1) summer workshops to target recent graduates; 2) implementation of new methods of advanced social networking; 3) virtual career fairs to attract those employers ready to hire, but without the budget to recruit out of region; 4) the execution of video conferencing interviews; and 5) beta-testing and producing virtual, interactive information sessions.

In addition, the Career Center continues to initiate new contacts and educate employers of the unique assets of Mines’ students, specifically targeting local and global employers in a wide variety of fields. As the Career Center staff cultivates large and small companies related to the “Earth, Energy and Environment” mission of our institution, we work diligently to ensure that the growth Colorado School of Mines has had in recent years will help students to move forward on their career paths. Keeping a strong, proactive and positive approach is the best plan at this time.

Table of Contents

I.	Overview	I
	Class Placement	1
	Salary Data	3
	Graduate Status and Salary Offer Tables	4
II.	Special Interest Groups	7
	Women	7
	Minorities	9
III.	CSM Recruiting	11
	Career Center Summary	11
	On-Campus Recruiting	12
	Career Days	14
	Online Recruiting	16
IV.	Internships	17
	Seniors with Technical Work Experience	17
	2008 Summer Salaries	18
	Co-Operative Education	18

Appendices

- A.** Update Report on Recent Graduates
- B.** CSM Recruiting List - June 2008 to July 2009
- C.** Division and Department Reports

Figures and Tables

Tables:

1. BS Graduate Status and Salary Offers - December 2008-August 2009	4
2. MS/Professional Graduate Status and Salary Offers - Dec. 2008-August 2009	5
3. Doctoral Graduate Status and Salary Offers - Dec. 2008-August 2009	6
4. Women Graduate Status - December 2008-August 2009	7
5. Minority Graduate Status - December 2008-August 2009	9
6. Career Day Exhibitor Evaluation Results	14
7. DiggerNet Employers and Job Postings	16
8. Internship Experiences and Salaries by Major	18

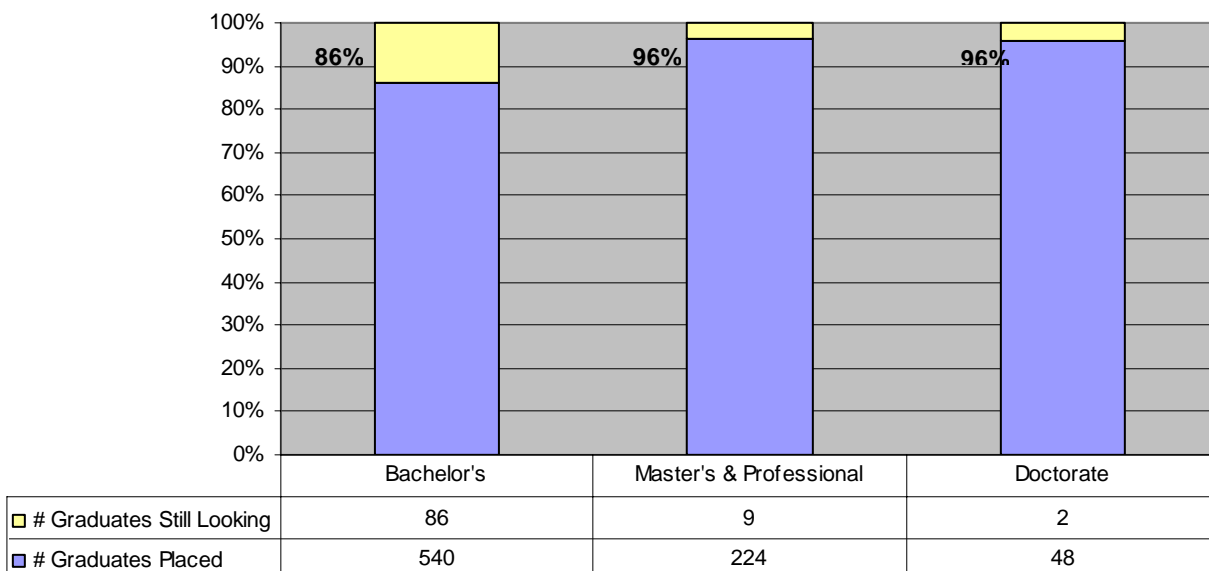
Figures:

1. CSM December 2008–August 2009 Class Placement	1
2. CSM 10-Year Placement Perspective	2
3. Accepted Positions by Industry and Degree	3
4. BS Women Placement vs. Campus-wide BS Placement	7
5. MS/P Women Placement vs. Campus-wide MS & P Placement	8
6. PhD Women Placement vs. Campus-wide PhD Placement	8
7. BS Minority Placement vs. Campus-wide BS Placement	10
8. MS/P Minority Placement vs. Campus wide MS & P Placement	10
9. CSM Recruiting 2008-2009	11
10. 5-Year On-Campus Interviewing History (Total Organizations)	12
11. 5-Year On Campus Interviewing History (Total Student Interviews)	13
12. Perspective on Organizations Present for On-Campus Interviews vs. BS Placement	13
13. 5-Year Career Day History	14
14. Career Day Exhibitors Seeking CSM Students	15
15. Percent of Seniors with Technical Work Experience	17

Class Placement

In a year of great economic uncertainty both nationally and globally, there existed reasonable concern about the prospects for the 2008-2009 graduating class from Colorado School of Mines. As of May 2009, the placement rate for Bachelor Degree graduates hovered around 72%, with the upper level graduates standing at 88% MS, and 92% PhD. By August 31, 2009 (a date set as the end of the reporting period to include the Field and Summer Session graduates with the Fall and Spring graduates), the 2008-2009 placement rates stood at **86% BS, 96% MS, and 96% PhD**. This compares to the record-setting rates of **94% BS, 95% MS, and 97% PhD** at the end of the 2007-2008 academic year. These figures include those with positions in the workforce (industry, government or military settings), those choosing to go to graduate school (**32%** as compared to 24% last year and 28% from the 2006-2007 academic year), other students considered “placed”

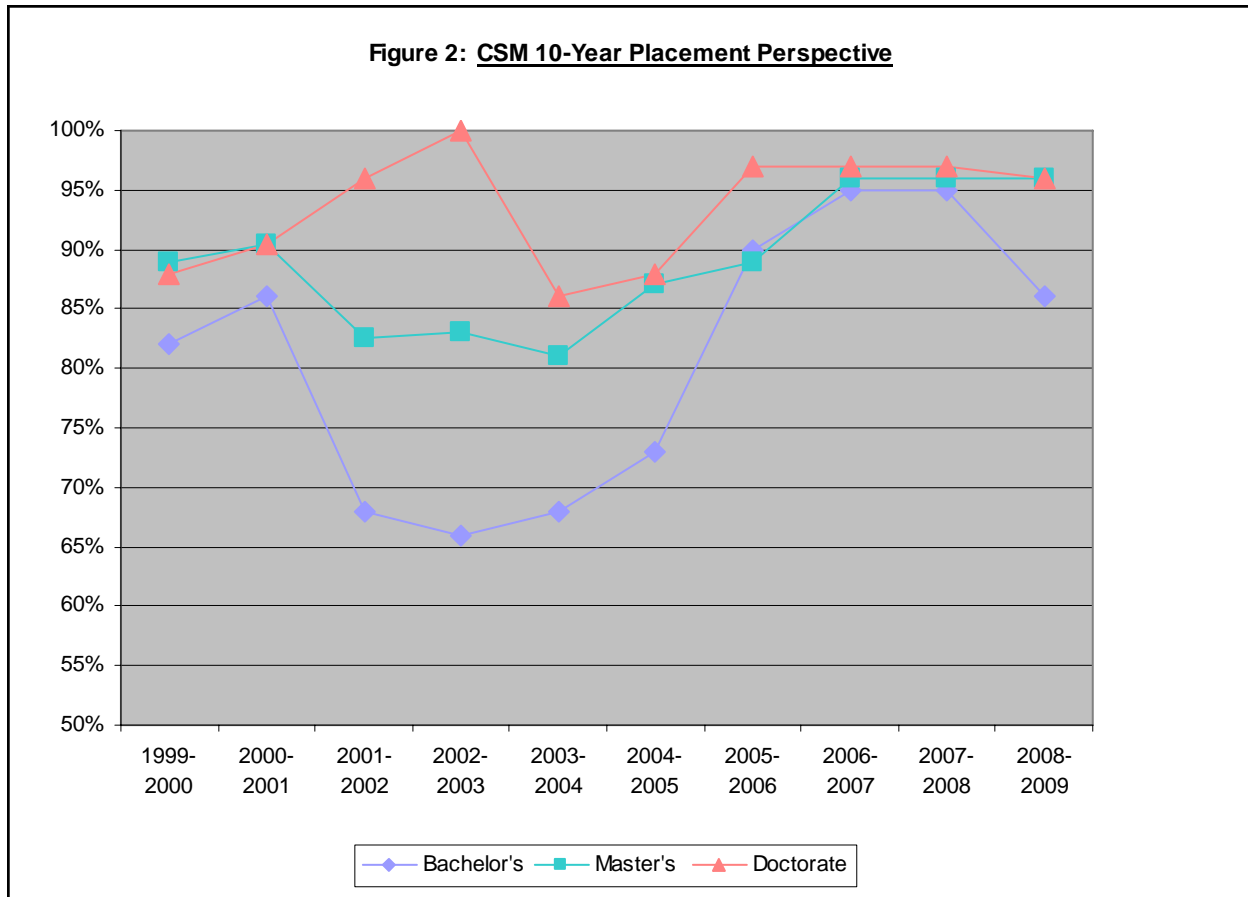
Figure 1: CSM December 2008 - August 2009 Class Placement



such as international students expected to return to their home country after graduation, and those not actively seeking employment at this time for a wide variety of personal reasons. These latter students are encouraged to contact the Colorado School of Mines Career Center when ready to pursue positions relevant to their degrees, as career services are provided for up to two years following graduation. Figure 1 depicts the current “placed” versus “searching” ratio.

In addition to the **199** BS graduates planning to continue with further education, **33** Master's graduates will be seeking advanced degrees, **28** remaining at CSM. Among the **50** graduating with a PhD, **19** are engaged in careers of research and/or education (7 here at CSM).

The chart below demonstrates the effects of recent economic trends on the employment market for Colorado School of Mines graduates in the past ten years.



Detailed information, by degree level and listed by academic department, is at the end of this section as Tables 1-3, and notes the specific career activity of graduates as of August 31, 2009.

Colorado connections are very important to the CSM community. Typically we report around 55% of graduates remain in Colorado as they leave school and begin their careers; although the 2007-2008 figure rose slightly above this typical figure to 58% overall, current reports show **54%** of the most recent Bachelor's, Master's and Doctoral graduates who have accepted positions in industry or government were placed at locations within the state. A breakdown by graduate level shows **51% BS**, **63% MS/ME**, and **44% PhD** compared with 58% BS, 55% MS/ME, and 64% of PhDs in 2007-2008.

In 2008-2009, of the 1250 job postings for entry-level full-time and internship positions, seeking our current students and recent graduates, that were entered into DiggerNet, CSM's online recruiting system, **686** came from **298** organizations within the state of Colorado. This is approximately half the 1385 Colorado based jobs posted by 328 "local" companies during the prior year, and also less than the 989 statewide jobs seen in 2006-2007, another exceptional year for the Bachelor's degree graduates, as is easily seen in the chart above.

For 2007-2008, graduate school was the career step of choice for 24% of CSM graduating BS students. This figure rose to **31%** for those graduating during the 2008-2009 academic year. Among those, **70%** have continued here at Colorado School of Mines; with an additional dozen entering other Colorado institutions, this means **76%** of the **199** total have kept both their tuition dollars and intellectual assets in the state. Among other choices for graduate school are include students attending law schools at Harvard and Stanford; dental school at MIT; and various plans for medical school in the near future. Although the hiring rate for BS graduates slowed in this past year, salary offers for BS graduates rose **4%**, maintaining the same rate of increase as in the past two years. This is similar to the nationwide 4.2% as reported by the National Association of Colleges and Employers (NACE).

2008-2009 Highlights

51% of the BS graduates placed in industry or government positions stayed in CO to start their careers.

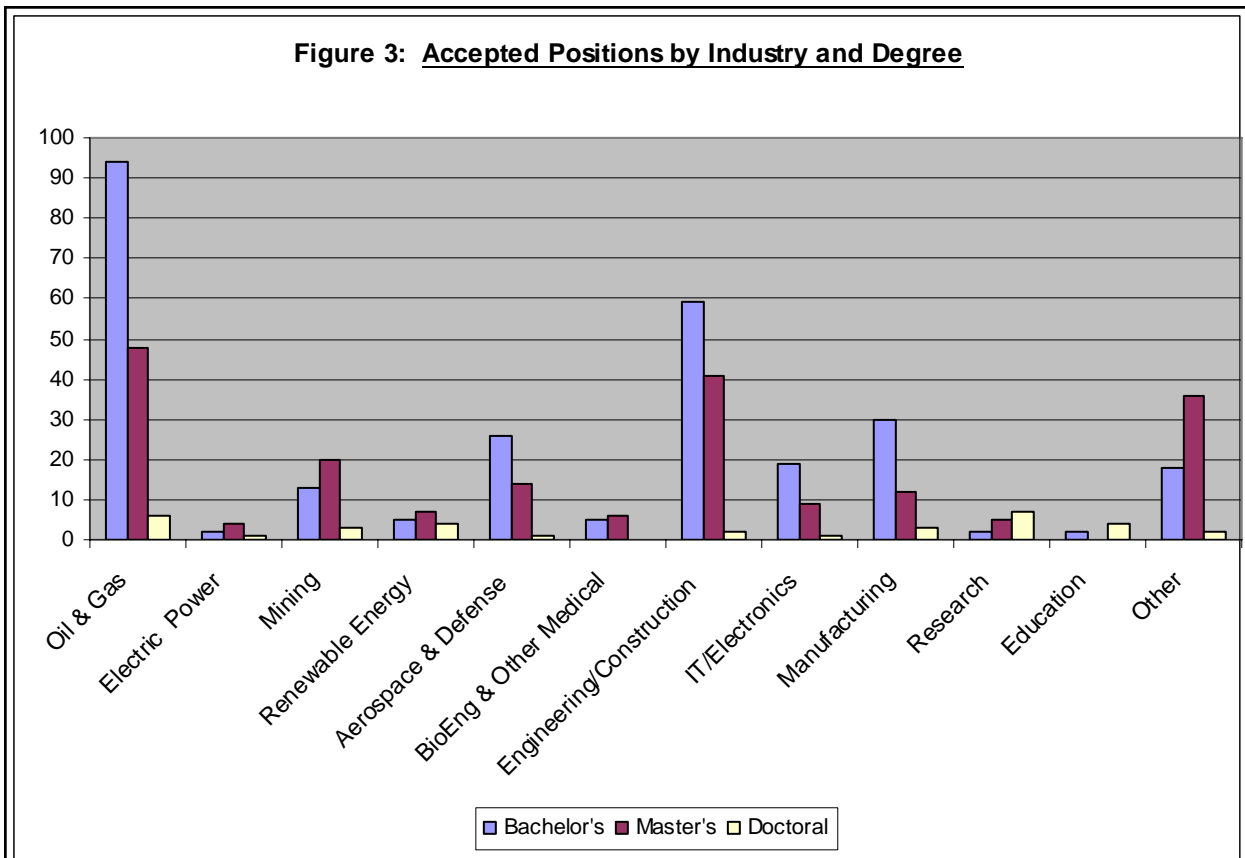
31% of BS graduates are continuing their education in graduate school.

514 salary offers were reported to the Career Center by BS, MS, PhD.

Average offers for BS increased **4%**.

The chart below indicates the most active industries in campus hiring trends in 2008-2009. Though some categories have few (under 10) hires noted, these are areas of interest to the students, relevant to the majors offered here, and/or we expect to see growth as employers in these industries are brought into the Colorado School of Mines Career Center network.

Figure 3: Accepted Positions by Industry and Degree





COLORADO SCHOOL OF MINES

2008 - 2009 CAREER CENTER ANNUAL REPORT BACHELOR'S DEGREE GRADUATES OUTCOMES AND SALARY SURVEY


Major	# Graduates	Double Majors	Industry	Government	Military	Graduate School	Intern'l Returning	Not Looking	Outcomes %	Actively Searching	# Offers Reported	Low Offer Reported	High Offer Reported	2008-2009 Average Salary Offer	2007-2008 Average Salary Offer
Chemical Engineering	46	3	17	1	1	15	1	2	78%	10	36	\$55,000	\$82,000	\$67,511	\$63,358
Chemical & BioChemical	28	1	7	1		14		1	82%	5	6	\$50,000	\$72,000	\$60,500	
Chemistry	20	2	2			14		2	90%	2	2	\$37,440	\$45,000	\$41,220	\$47,210
Economics & Business *	21	3	6		1	8	1	3	90%	2	3	\$40,000	\$50,000	* \$45,887	\$49,857
Engineering - Civil	68	7	31	2	3	16	1	4	84%	11	34	\$35,000	\$65,000	\$53,389	\$52,172
Engineering -Electrical	38	5	22	2	1	8		2	92%	3	27	\$40,000	\$88,500	\$59,605	\$56,854
Engineering -Environmental	13	3	3	1		7			85%	2	4	\$30,000	\$60,000	\$46,400	\$52,374
Engineering - Mechanical	121	8	64	6	3	24		5	84%	19	86	\$35,000	\$94,000	\$60,954	\$60,061
Geology	14		5	1	1	7			100%	0	8	\$43,000	\$68,000	\$54,155	\$54,801
Geophysics	25	2	5	2		13	3		92%	2	11	\$42,000	\$84,000	\$58,091	\$66,667
MACS - Computer Science	30	3	13			12		2	90%	3	15	\$42,000	\$73,500	\$57,129	\$54,455
MACS - Mathematics	13	1	7			2		1	77%	3	6	\$52,000	\$78,000	\$66,550	\$49,250
Metallurgy & Materials Sci.	35	1	11		1	16		1	83%	6	16	\$43,000	\$90,000	\$60,606	\$56,317
Mining Engineering	15		12		1			1	93%	1	15	\$40,000	\$85,000	\$62,867	\$59,965
Petroleum Engineering	102		49			12	27	1	87%	13	63	\$48,000	\$110,000	\$81,705	\$80,540
Physics (Engineering)	57	1	7	1		41		2	89%	6	5	\$54,000	\$66,000	\$59,800	\$51,932
Sub-total includes double major	646	40	261	16	12	209	33	27		88					
Total actual students	626	20	254	15	12	199	33	27	86%	86	332	\$30,000	\$110,000	\$64,042	\$61,478

Notes:

Outcomes as submitted by students, start dates prior to the 8/31/09 reporting cut-off; salary information verified 10/10/09.
* Salary data of Economics & Business ONLY Majors (with double majors (CR,EE) Average = \$52, 520, (\$63,167 in 2008)).

Table 1: BS Graduate Status and Salary Offers - December 2008—August 2009

Table 2: MS/P Graduate Status and Salary Offers - December 2008—August 2009



COLORADO

SCHOOL OF MINES

2008 - 2009 CAREER CENTER ANNUAL REPORT

MASTER'S DEGREE GRADUATES OUTCOMES AND SALARY SURVEY

Major	# Graduates	Industry	Government	Military	Graduate School	Intern'l Returning	Not Looking	Outcomes %	Actively Searching	# Offers Reported	Low Offer Reported	High Offer Reported	2008-2009 Average Salary Offer	2007-2008 Average Salary Offer
Chemical Engineering	5	4			1			100%	0	6	\$57,200	\$91,000	\$78,367	\$68,643
Chemistry	4	2	2					100%	0	4	\$50,000	\$100,000	\$87,500	\$50,183
Econ - Engineering Technology Mgmt	24	16	1		1	4	2	100%	0	21	\$37,024	\$122,000	\$71,806	\$68,179
Econ - Mineral Economics	19	9			3	6		95%	1	14	\$65,000	\$90,000	\$77,814	\$71,333
Engineering - Civil	4	3	1					100%	0	4	\$53,000	\$56,500	\$54,282	\$53,833
Engineering - Electrical	14	12			2			100%	0	8	\$45,760	\$100,000	\$66,470	\$62,267
Engineering - Mechanical	15	11	1		1	1	1	93%	1	12	\$47,840	\$65,000	\$59,029	\$59,500
Engineering Systems	4	3			1			100%	0	2	\$62,000	\$70,000	\$66,000	\$56,536
Environmental Science & Engineering	33	17	5	2	3	2	2	88%	4	10	\$48,000	\$85,000	\$60,892	\$55,083
Geochemistry	3	1			1			67%	1	3	\$83,000	\$90,000	\$86,667	
Geology & Geological Eng.	15	9	2		4			100%	0	9	\$49,970	\$92,000	\$75,633	\$66,182
Geophysics & Geophysical Eng.	3	3						100%	0	2	\$90,000	\$94,000	\$92,000	\$90,700
Hydrological Science & Engineering	11	9			2			100%	0	8	\$50,000	\$83,000	\$60,902	\$47,333
Int'l Political Econ. of Resources	9	5		1	1			78%	2	3	\$75,000	\$91,000	\$82,000	\$95,500
Materials Science	3				3			100%	0	1			*	\$63,000
Mathematical & Computer Science	17	8	2		5	1	1	100%	0	7	\$56,160	\$102,000	\$70,451	\$65,528
Metallurgical Engineering	14	5	2		7			100%	0	11	\$55,000	\$71,904	\$64,173	\$64,500
Mining & Earth Systems	11	5			1	5		100%	0	7	\$64,000	\$80,000	\$68,286	\$66,950
Nuclear Engineering	1				1			100%	0	0			*	
Petroleum Engineering	19	9				10		100%	0	12	\$85,000	\$115,000	\$97,250	\$82,777
Physics (Applied)	6	4	1		1			100%	0	5	\$53,000	\$79,300	\$67,260	
Totals	234	135	17	3	33	31	6	96%	9	149	\$37,024	\$122,000	\$71,872	\$66,946

* Note: Salary information not provided if too few reports from graduates were submitted to allow averaging and provide relevant comparative data.

Table 3: PhD Graduate Status and Salary Offers - December 2008—August 2009

Major	# Graduates	Industry	Government	Military	Graduate School	Intern'l Returning	Not Looking	Outcomes %	Actively Searching	# Offers Reported	Low Offer Reported	High Offer Reported	2008-2009 Average Salary Offer	2007-2008 Average Salary Offer
Chemical Engineering	7	2	2			2	1	100%	0	4	\$55,000	\$106,000	\$89,000	\$72,000
Chemistry	5	1	2	1				80%	1	2	\$70,000	\$75,000	\$72,500	\$91,000
Economics - MinEcon	4	1		1		2		100%	0	1			*	
Engineering - Civil	1		1					100%	0	0			*	
Engineering - Mech	1	1						100%	0	1			*	
Engineering - Systems	1		1					100%	0	0			*	\$91,167
Environmental Science	4		3				1	100%	0	3	\$40,000	\$72,000	\$56,791	
Geology & Geological Eng.	2	2						100%	0	2	\$65,000	\$85,000	\$75,000	
Geophysics & Geophysical Eng.	4	3	1					100%	0	5	\$109,000	\$128,000	\$121,000	\$105,000
Materials Science	4		3					75%	1	1			*	
Metallurgy	9	7	1			1		100%	0	10	\$45,000	\$108,000	\$75,550	\$76,250
Mining & Earth Systems	1						1	100%	0	0	0		*	
Petroleum Engineering	1	1						100%	0	0			*	
Physics	6	2	3	1				100%	0	4	\$45,000	\$105,000	\$62,500	\$52,167
Totals	50	20	17	3	5	5	3	96%	2	33	\$40,000	\$128,000	\$80,465	78,345

* Note: Salary information not provided if too few reports from graduates were submitted to allow averaging and provide relevant comparative data.

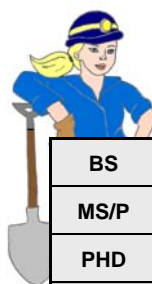
Special Interest Groups

2008-2009 Career Center Annual Report

Women

Women at Colorado School of Mines continue to be successful in their careers. The overall **90%** placement rate for women is impressive in these economic times, and comparable to the **89%** placement rate for all 2008-2009 BS, MS/P, and PhD graduates. All categories were very close to the overall placement rates for respective levels: **85%**, women graduating with a Bachelor's degree was similar to the overall B.S. placement rate of **86%**; female Master's graduates demonstrate **97%** placement, compared to **96%** for the entire Master's group; PhD women's **93%** (representing 1 job seeker) compares to **96%** for overall PhD placement. Compared to last year, **12%** more B.S. women graduates (**38%** from 26%) chose to continue in graduate school for an advanced degree prior to entering the workforce full-time. It is no surprise that the **85%** placement of BS women is lower than last year's record **99%**.

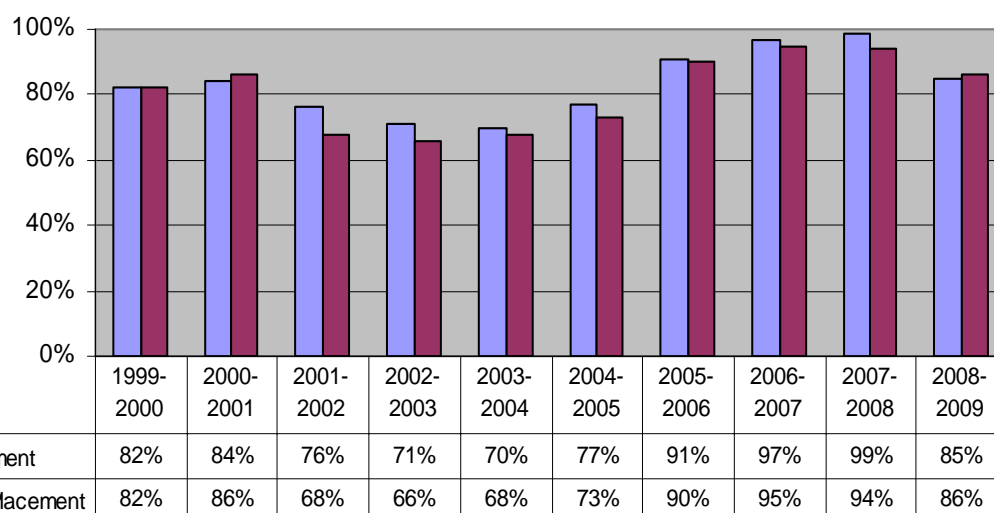
Table 4: Women Graduate Status - December 2008-August 2009



	NUMBER OF GRADUATES	INDUSTRY	GOVT.	MILITARY	GRAD. SCHOOL	INT'L	NOT LOOKING	STILL LOOKING	% PLACED
BS	119	43	6	0	45	3	4	18	85%
MS/P	58	38	5	0	8	2	3	2	97%
PHD	15	5	7	0	0	1	1	1	93%
TOTAL	192	86	18	0	53	6	8	21	90%

Table 4, above, summarizes the activity of 2008-2009 BS, MS/P and PhD graduating women.

Figure 4: BS Women Placement vs. Campus-wide BS Placement



The placement rate of MS/P women graduates (**97%**) fell from last year's 100%, but was still higher than the 92% noted by the 2006-2007 report; it is in line with the overall Master's level placement of **96%**. At **93%**, the 2008-2009 PhD rate for women reflects how the small sample size can be affected by just one individual seeking a full-time. In 2007-2008, one job seeking graduate out of a total of 7 female PhDs resulted in 86% placement.

Highlights

192 women graduated from CSM.

104 women entered the workforce.

90% of BS, MS/P and PhD women graduates are already successful in their post-graduation career plans.

Figure 5: MS/P Women Placement vs. Campus-wide MS/P Placement

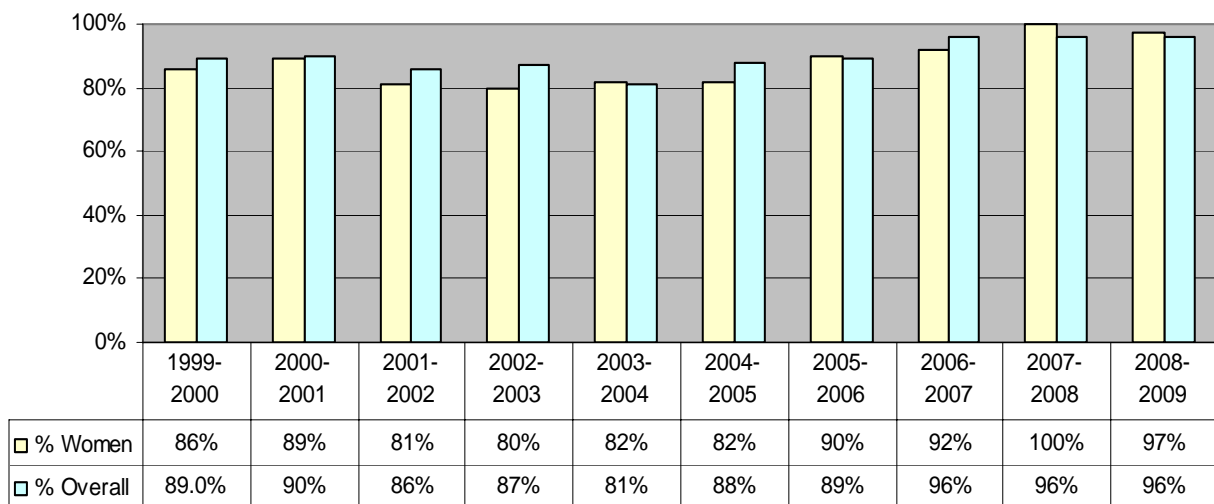
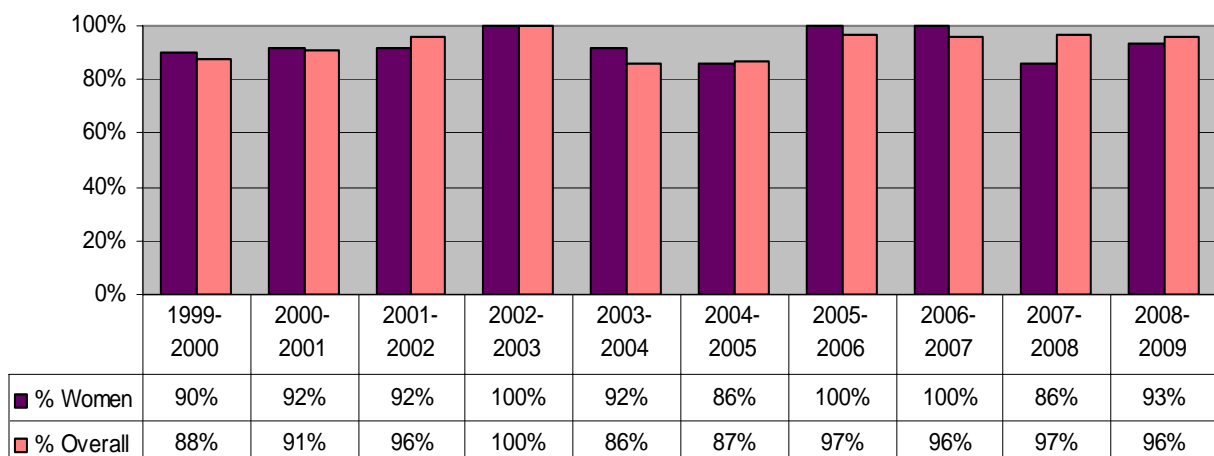


Figure 6: PhD Women Placement vs. Campus-wide PhD Placement



Minorities

The number of reported minority B.S. students graduating from Mines increased by **56%**, from 50 last year to 78 this year. Numbers for minority students completing graduate school also rose, with MS from 17 to 21 and PhDs increasing from 1 to 3 graduates in 2008-2009. Of these 102 total graduates, **89%** are reported as working, continuing to graduate school, or not looking for a position at this time; this is comparable to the **90%** overall placement figure for the academic year's graduates. All eleven individuals seeking positions at this time are among the BS graduates; the resultant 86% placement rate of this group exactly matches the 86% for all BS graduates this year. If viewed with a historic perspective, the 86% is lower than average when compared to the phenomenal 94% placement rate for 2007-2008 B.S. minority graduates; but it is not that far from the 91% noted for the class of 2006-2007.

Table 5 details post-graduate status for minorities at CSM, detailed by African American/Black, American Indian/Alaskan Native, Asian, and Hispanic designations as self-reported by students to the registrar. Due to small numbers of graduates in each category, levels are combined.

Table 5: Minority Graduate Status - December 2008—August 2009

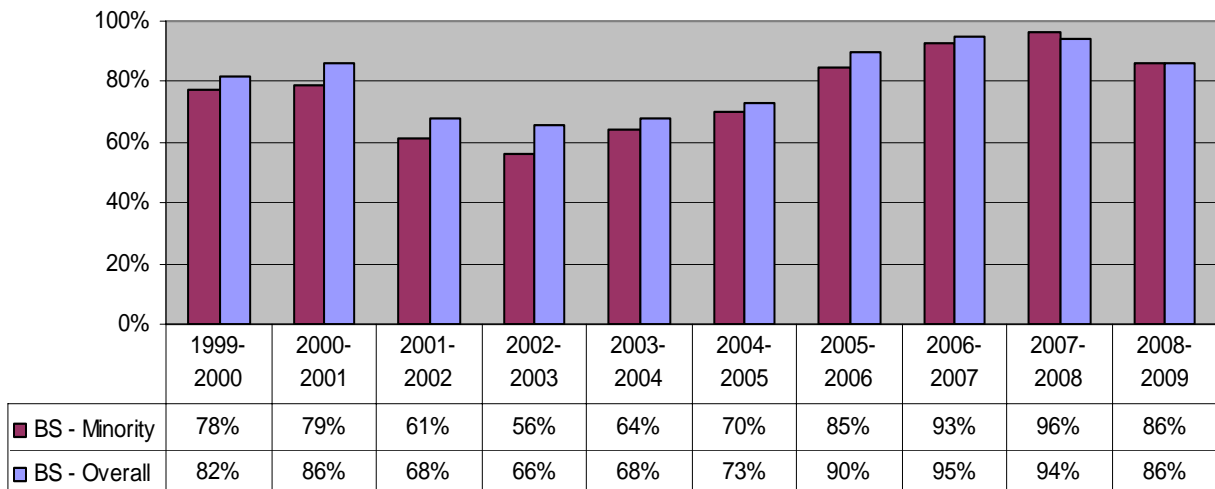
	Number of Graduates				INDUSTRY	GOVT.	MILITARY	GRAD. SCHOOL	NOT LOOKING	STILL LOOKING	% PLACED
	BS	MS/P	PhD	TOTAL							
African American/Black	3	3		6	3	1		1		1	83%
American Indian or Alaskan Native	5	1		6	2			3		1	80%
Asian	32	5	1	38	13	4	3	12	5	1	97%
Hispanic	38	12	2	52	30	3		11		8	81%
TOTAL	78	21	3	102	48	8	3	27	5	11	89%



The Career Center continues to collaborate with the various branches of the Colorado School of Mines Minority Engineering Program: NSBE, AISES, PASES, and SHPE. We assist in coordinating Career Center staff when invited to speak at their regular meetings, and proactively foster connections between MEP and employers seeking to promote their diversity initiatives. When employers post positions in the DiggerNet system, they are asked to indicate if they would like special notices to be sent to MEP (this service is also provided for the Society of Women Engineers). In addition, the special “WIRED” (Work/Interview/Resume Experience Day) event has become a very successful joint venture for MEP and the Career Center, just prior to the twice yearly Career Day events. This event is well attended and employers, students and our staff find this time to be very beneficial, providing all our students with critical and timely advice.

Placement of the 2007-2008 BS minority graduates is shown below at **86%**, meeting campus-wide BS placement for the 2008-2009 graduating class.

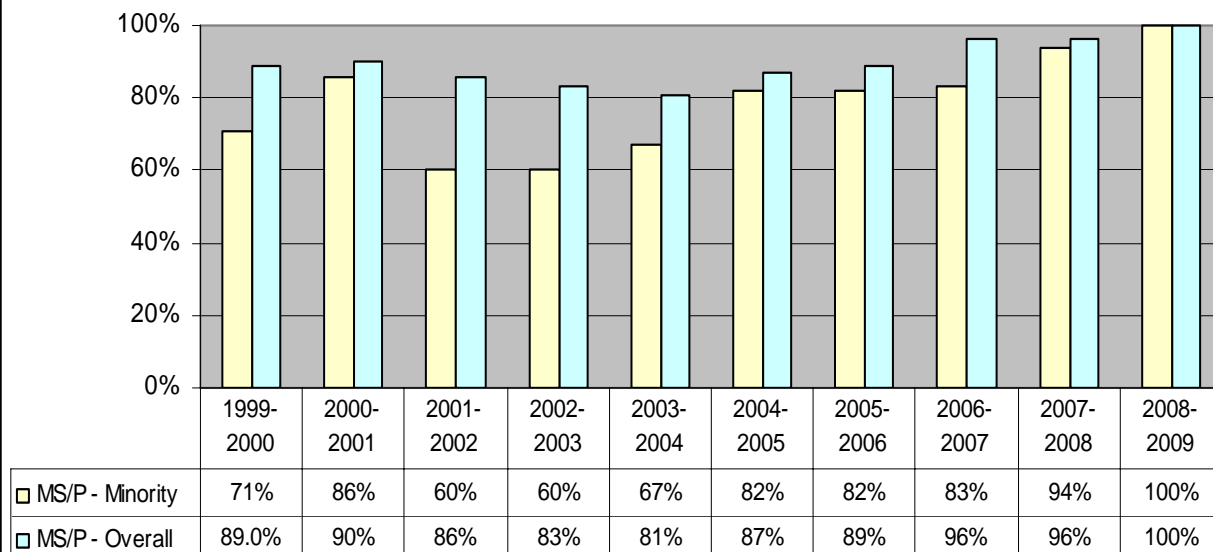
Figure 7: BS Minority Placement vs. Campus-wide BS Placement



Please note in all these statistics that U.S. citizens and internationals with permanent residence who are of self-reported ethnicity are included. International students are assumed to return to their home countries following graduation, unless otherwise reporting continuation for an advanced degree, or acceptance of a position with a U.S. employer.

Due to the small numbers of MS/P and PhD minority graduates, separate placement figures do not provide a very accurate picture. For this reason, Figure 8 is provided only to show trends for the MS/P minority graduates.

Figure 8: MS/P Minority Placement vs. Campus-wide MS/P Placement

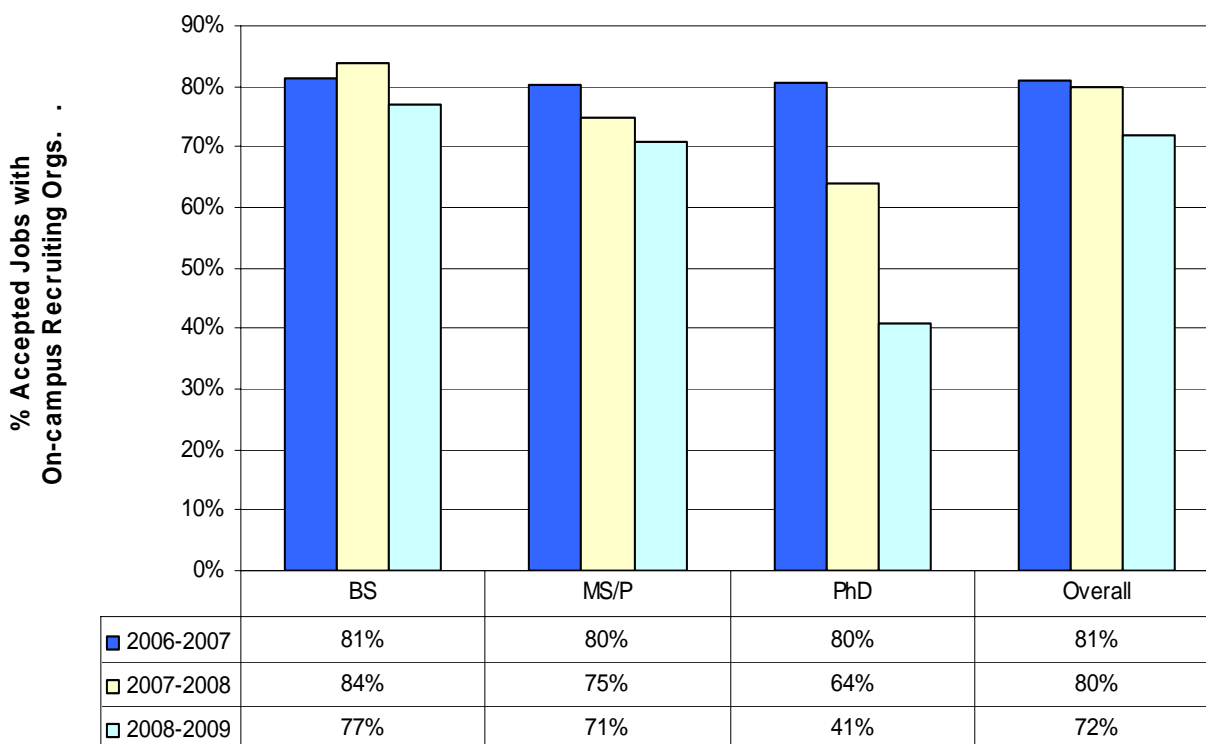


Career Center Summary

The CSM Career Center had an active year in 2008-2009 in terms of both on-campus and online recruiting of students for both full-time and internship positions. On-campus recruiting figures include organizations participating in Career Day and/or on-campus interviews and/or events such as information sessions over the last year. Online recruiting is defined as those organizations registered in DiggerNet who have posted jobs in the last year.

Overall, **75%** of the industry and government jobs accepted by BS graduating students (70% for MS/P and 33% for PhD categories) were with organizations that recruited on-campus or online at CSM from June 2008 through August 2009, resulting in an overall percentage of **70%**. The complete list of organizations that recruited at CSM this year is included as Appendix B. The graph below depicts an overview of CSM recruiting, comparing the last three years. Of significance is the fact that a greater number of PhD graduates have moved into the academic arena (many here at Colorado School of Mines) for purposes to conduct research or inspire future students.

Figure 9: Impact of On-campus Recruiting on Accepted Jobs



Career Center successes are also reflected through the ongoing relationships built with students and employers. The following is a partial list of services and outreach activities which the Career Center has performed during the 2008-2009 academic year:

1. Resume and cover letter reviews
2. Career counseling
3. Mock interviews
4. Interview and negotiation advising
5. Student organization presentations
6. Career skills workshops for freshmen to graduates
7. Two Interviewing events for local employers
8. Site visits to Colorado employers
9. Marketing to employers to recruit CSM students
10. Professional Development Employer Workshops
11. Two Career Days for students and employers
12. Two Virtual Career Events

2008-2009 Highlights

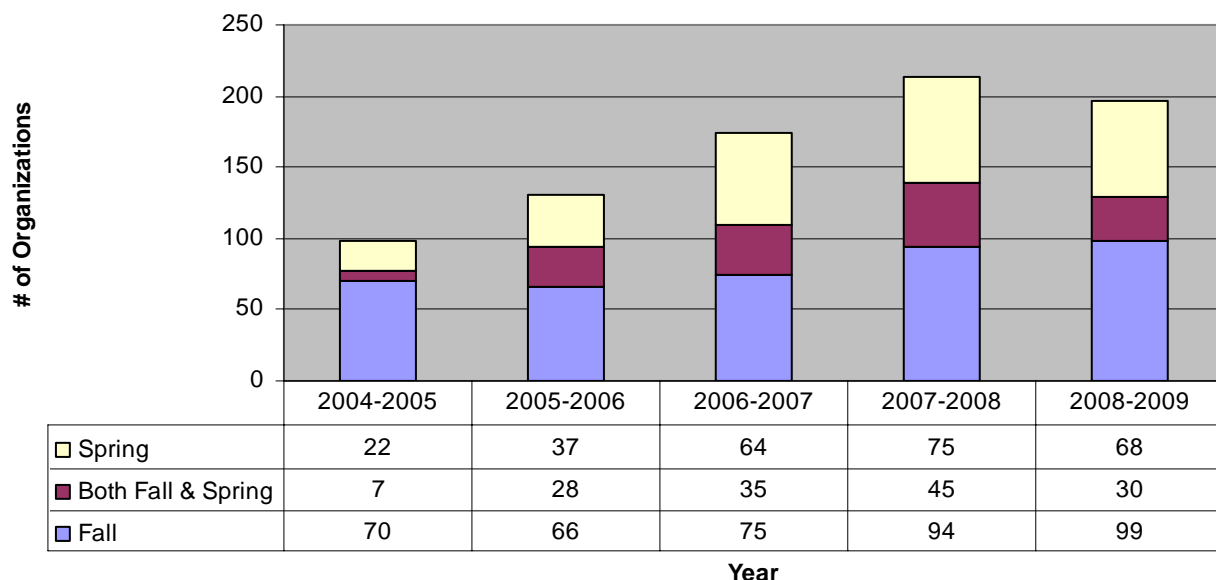
3500 individual interviews were scheduled on-campus during the recruitment season

105 organizations held information sessions for students.

On-Campus Recruiting

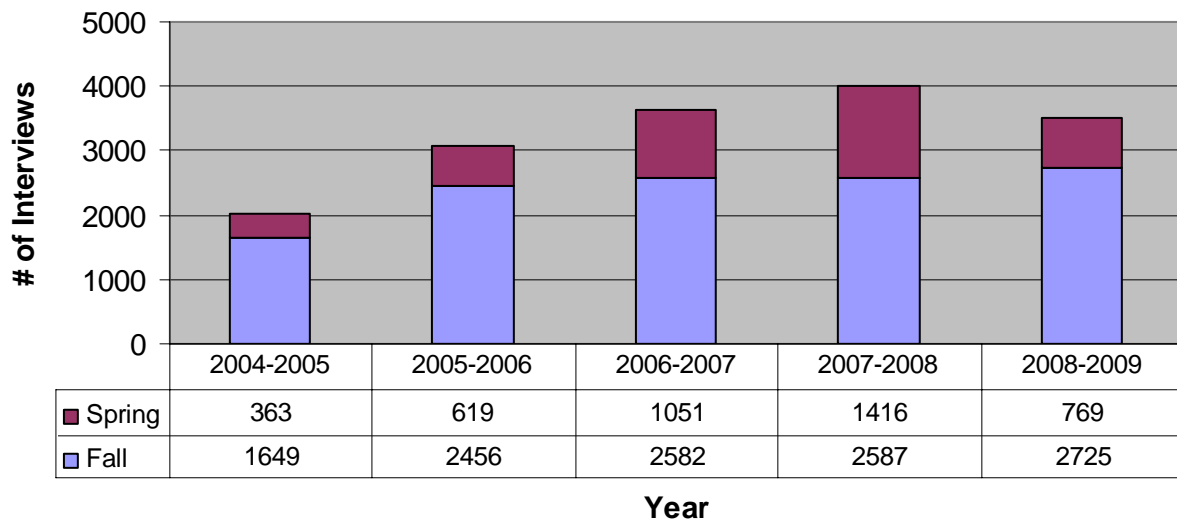
In 2008-09, on-campus recruiting activity began strongly, as seen in the number of employers who interviewed on-campus and attended the Fall Career Day. Effects of global economics did impact Spring recruiting with overall decreases in companies' on-campus activities. The Career Center met this challenge, honoring companies' travel limitations by initiating virtual career fairs. A total of **197** employers conducted on-campus interviews and/or information sessions and **307** participated in at least one Career Day. Of **514** job offers reported by the 2008-2009 graduates, **462** or **90%** came from organizations utilizing the centralized recruitment at CSM.

**Figure 10: 5-Year On-Campus Recruiting History
(Total Organizations)**

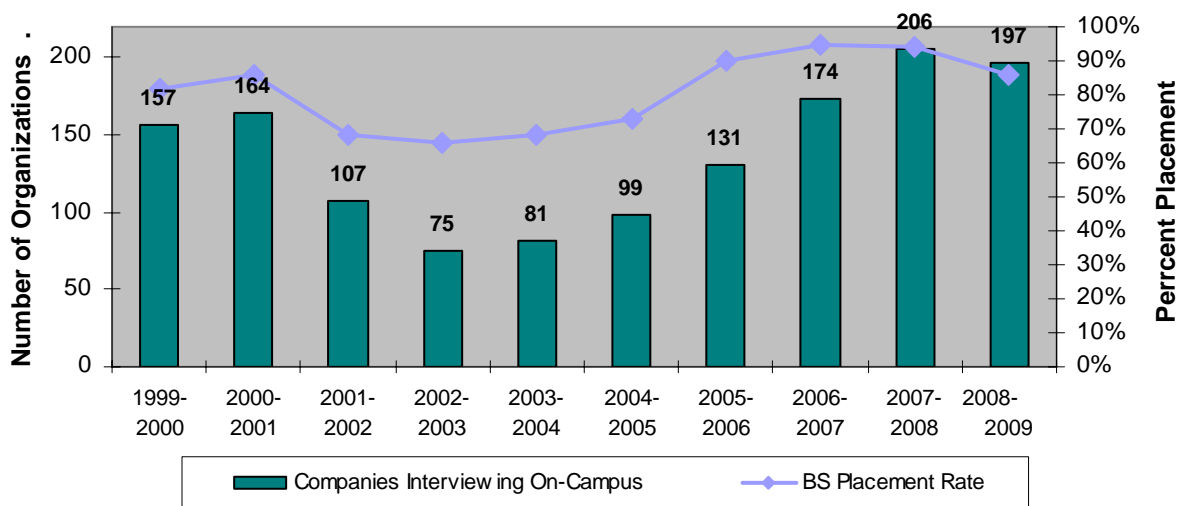


Figures 11 and 12 demonstrate that the number of interviewing companies and total number of student interviews at CSM in 2008-2009 strongly supports the placement rate. It is also worthwhile to note, as shown in Figure 12, that the number of companies participating in on-campus interviewing correlates reasonably with the placement rate of BS graduates. The sharp decrease in the number of Spring interviews is reflected by the lower placement within industry.

**Figure 11: 5 Year On-Campus Interview History
(Total Student Interviews Scheduled)**



**Figure 12: Perspective on Organizations Present for On-Campus Interviews
vs. BS Placement Rate**



Career Days: On-Campus

In the early part of the 2008-09 academic year, the upward trend in the economy and labor markets relating directly to Mines' academic programs, coupled with increased marketing efforts by the Career Center staff, produced increased employer and student participation in the Fall 2008 event. Although slowing down considerably, this momentum still trickled into the Spring 2009 event. Record-setting employer participation resulted in **219** organizations at the Fall event and **181** organizations at the Spring Career Day. Over **2500** students and graduates attended the Fall Career Day; more than **1800** attended the Spring Career Day. New initiatives such as Career Day Resume Drops, allowed more employers with opportunities for Mines students to participate in these events, despite either space constraints, travel limitations or slashes in their recruiting budgets. Verbal and survey input from many company representatives confirms that they feel the CSM Career Day is assuredly one of the best organized events, with the highest caliber students. Figure 13 and Table 6 below show the results.

Figure 13: 5-Year Career Day History

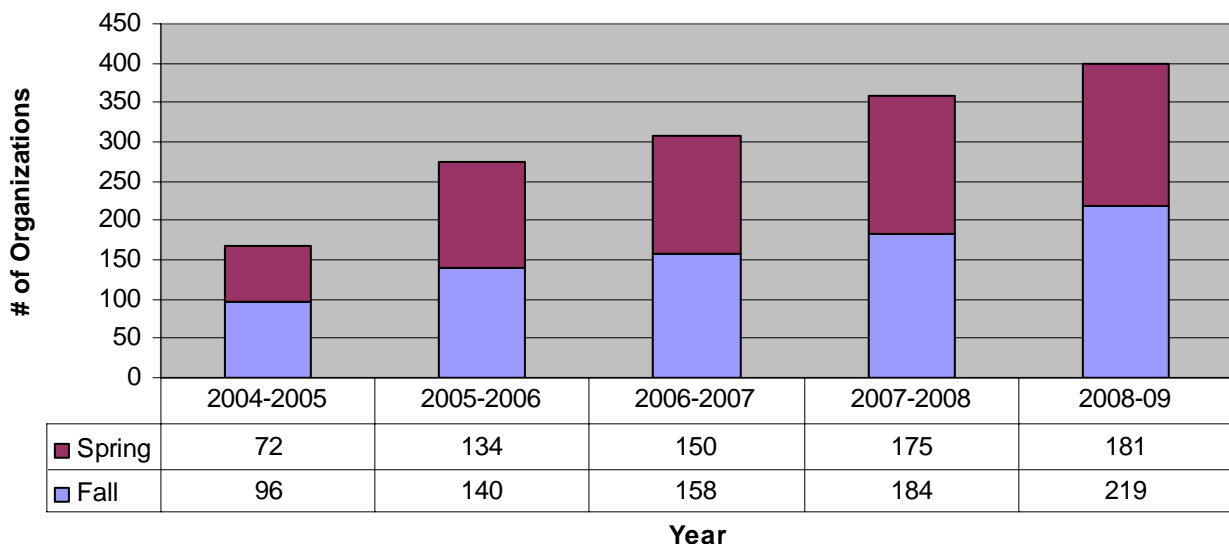
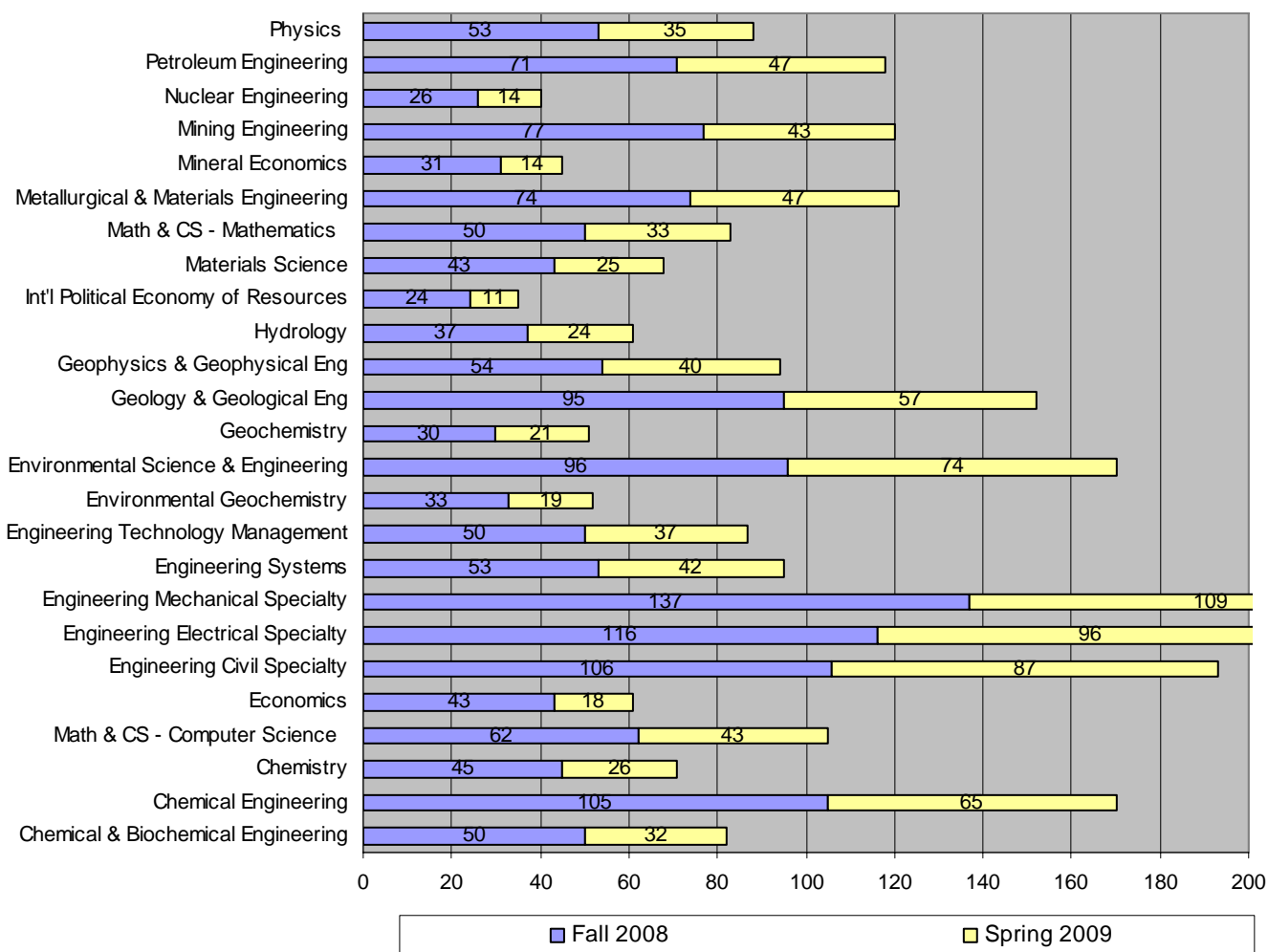


Table 6: Career Day Exhibitor Evaluation Results

Exhibitor Career Day Goals	Current Year: 2008-09		Prior Year: 2007-08	
	% of Exhibitors	Rating of Candidate's Resumes Received*	% of Exhibitors	Rating of Candidate's Resumes Received*
Overall, the company stated they met their goals for attending Career Day	97.6%	N/A	93.5%	N/A
Percentage of companies marketing to obtain resumes for internship positions	92.9%	3.96	96.4%	4.15
Percentage of companies marketing to obtain resumes for full-time positions	88.6%	3.82	88.9%	3.96

* Rating represents how well exhibitors met each respective Career Day goal. 5 is the highest rating possible.

Figure 14: 2008-09 Career Day Exhibitors Seeking CSM Students by Major



Students attending Career Day were well prepared through a series of career success workshops before and after each event. In addition to the workshops conducted by the Career Center staff, fifteen different companies partnered with the Mines Career Center to present on topics such as resume writing, business etiquette, interviewing strategies, professional dress, researching employers, job searching techniques, etc.

Career Fairs: Virtual

In Spring 2009, the Career Center implemented a new Virtual Career Fair with the goal of helping to connect employers that had current open positions to students and graduates who were seeking jobs. Mines first Virtual Career Fair was held for two days in April 2009. This fair was open to all students and recent graduates. **25 employers participated** and **683 resumes were submitted** for open positions. The second Virtual Career Fair was held for two days in June 2009, and only open to December 2008 & May 2009 graduates. **26 companies** with full-time positions participated; **302 new graduate resumes were submitted**.

2008-2009 Highlights

- Record employer participation and student attendance.
- Implementation of new initiatives: Resumes Drops and Virtual Career Fairs.

Online Recruiting

Online recruiting has shown the expected decline in total job postings on DiggerNet during the 2008-2009 reporting interval. The primary reason for this was the general economic downturn, but also the shift in procedure from providing job postings for the CSM Alumni, as well as for the current student population and recent graduates. During the period between June 2008 through July 2009, **1775** total jobs were posted in the online system (a 26% decline compared to 2400 in our record 2007-08 season; however, it is not far from the 1800 posted during 2006-07). These job postings represent **658** total organizations (compared to 897 in 2007-08 and 774 in the previous year).

The Alumni Association requested that the Mines Career Center continue the service of postings alumni jobs through November of 2008. At that time, the Alumni Association was given a listing of all jobs that had been in the system, categorized as for alumni (requiring more than two years experience). In addition, all postings and contact information for third party recruiters (in keeping with NACE guidelines and Mines Career Center Policy to direct recent graduates and current students directly to employers) were transferred to the Alumni Association for use in their networking and job listing feature. A total of 325 jobs were forwarded in November, with another 75 jobs forwarded through May 2009. The Career Center continues to send these requests and postings when received to the Alumni Association, as well as referring all alumni more than two years past graduation to the Alumni Association for all career services and job skills advising.

Table 7 details the breakdown of employers using DiggerNet job postings for recruitment.

Table 7: DiggerNet Employers and Job Postings

Job Level (Position Type)	# Posted 08-09 / 07-08	# Employers 08-09/ 07-08
Co-Operative Education	47 / 81	28 / 54
Internships, Part-time, Temporary	735 / 703	351 / 320
Full-time	1003 / 1334	450 / 610
Alumni	159 / 1001	98 / 441
Note: Sums not total # of jobs/employers, as employers may request multiple levels in same description.		

DiggerNet Transition 2008-2009

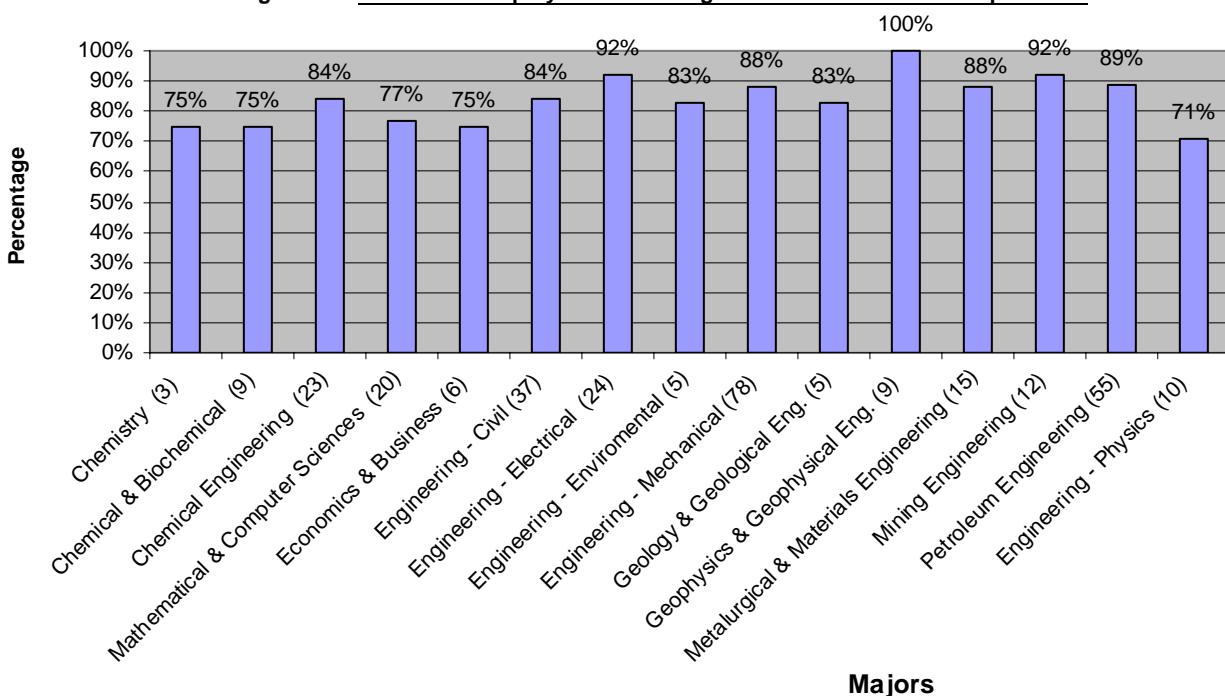
As noted in the last Annual Report, at the end of the 2007-2008 academic year, CSM was given short notice of the discontinuance of the DiggerNet system which had been customized for Mines and in place for three years. Although the new system was ready to go prior to the Fall 2008 recruiting season, the soon-to-graduate students were in great need of training in the workings of the new processes. Several workshops were offered prior to Career Day and have continued to be offered through the year. In addition, new features allow students easy access to DiggerNet from Trailhead, with quick links to the Career Center website. A very convenient feature for students is the Resource Library on DiggerNet, containing samples of resumes and cover letters, interview tips, and other resources. Students responded well to the new system, with **49,959** logins for the academic school year, and with over **7,000** resumes submitted to job postings in the system. DiggerNet continues to be customized and other users, including faculty, will find it to be an excellent tool.

Internships

Students and employers benefit when graduates enter the job market with prior experience. The trend of organizations to increase efforts to recruit interns for early training and creating a “pipeline” to full-time employment continues as do Career Center efforts to help early students prepare resumes and interview skills. These factors have resulted in the following:

- The number of BS graduates with relevant experience has increased from 81% to **84%**.
- Of companies attending Career Day, **28%** were interested in talking with Freshmen.
- Companies indicate they are increasingly interviewing for interns as the primary method of recruiting for future full-time.

Figure 15: Percent of Employment-Seeking Seniors with Relevant Experience



Note: (#) - Graduates who actively obtained and/or sought jobs in industry or government were counted as being “job focused” and have been noted as having at least one internship or technical experience documented. Those not actively searching or who chose graduate school were not counted in this survey and resume review.

2008-2009 Highlights

84% of Mines B.S. graduates have achieved some form of technical experience while here.

735 Internships, Part-time and Co-Op jobs were posted on DiggerNet in 2008-2009.

Table 9: Internship Experiences and Salaries by Major

Undergraduate Students Internship Average Hourly Salary		
Reported in 2009		
Student Major	Average Hourly Wage	Number Students Reporting
Chemical & Biochemical Engineering	\$26.91	5
Chemical Engineering	\$25.17	25
Chemistry	\$13.22	1
Computer Science	\$18.66	15
Economics & Business	\$27.95	2
Engineering - Civil Specialty	\$14.59	18
Engineering - Electrical Specialty	\$17.25	12
Engineering - Environmental Specialty	\$12.67	3
Engineering - Mechanical Specialty	\$20.53	53
Geology & Geological Engineering	\$20.52	10
Geophysics & Geophysical Engineering	\$22.44	8
Mathematics	\$20.67	3
Metallurgical & Materials Engineering	\$19.90	6
Mining Engineering	\$21.13	7
Petroleum Engineering	\$29.23	49
Engineering Physics	\$19.33	7
Undecided	\$12.33	3
Average Hourly for CSM Undergraduate Intern	\$22.10	227

Note: Salary information as reported by students in each major.

Co-Operative Education Experiences

At the Colorado School of Mines, all forms of technical experience, relevant to the student's major, are encouraged. Most commonly these experiences are paid summer internships or part-time jobs during the academic year. Average salaries received by recent interns from CSM are listed above by major. The CSM Co-Operative Education program varies from the typical internship in that it involves a minimum of the equivalent of six months of full-time work, with prior authorization and pre-planning of learning objectives in conjunction with the employer and the student's Departmental Co-Op Advisor. The CSM Career Center Co-Op Coordinator facilitates putting the necessary paperwork in place for the student to be away from campus for the duration of the assignment without disrupting current student status. Contracts are developed between the student, the school and the employer, with guidelines to the employer that work assigned be of relevance and significant scope to utilize a student's skills, and provide challenging professional growth. Employers evaluate the student, and the student completes a technical paper summarizing the experience, in technical and personal summaries. Students may earn up to 3 hours of elective credit at the 300 academic level upon completion of all requirements during the semester of the student's return to campus.

Because these co-ops typically involve a summer and the preceding or succeeding academic semester, they may "straddle" two reporting periods. Four students began their assignments in May 2008, completing their assignments during the 2008-2009 academic year. Alcoa, Helix ESG, Hensel Phelps, and Kiewit hosted Engineering Division students for six months or more of meaningful work. Students returned with enthusiastic reports of the experiences.