

COLORADO SCHOOL OF MINES[®]

2015 - 2016

Career Center Annual Report



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Executive Summary

Each year, the Career Center at Colorado School of Mines collects data and analyzes the outcomes and recruiting activities on campus during the prior academic year. This summary outlines the highlights of graduate outcomes and campus recruiting activities from the 2015-2016 academic year. This report contains information for graduates from the 2015-2016 academic year including those who received their degrees in August 2015, December 2015, May 2016.

BS and MS graduating classes were the largest to-date, with a prior year increase as follows: **BS – 4.4%**, **MS – 12.5%**; and a decrease of 7.3% for the PhD graduates. The largest BS programs in order were Mechanical Engineering and Petroleum Engineering. These two programs have increased to 43.6% of the BS graduating population. In the 2015-2016 academic year, **28% of the year's total graduates were women**, with 28% BS women, 30% MS women, and 22% PhD women completing degrees.

In the 2015-2016 academic year, the Mines Career Center saw a good correlation between the student/graduate participation and on-campus recruiting activity. By the end of the 2015-2016 reporting year, **85%** of the BS graduates had positive outcomes, with MS/P achieving **93%** positive outcomes rate and PhD graduate cohorts achieving **96%** positive outcomes rate. The percentages are down 2-4% over prior year. *Included in "positive outcomes" numbers are those committed to their first destination, counting jobs in industry, government, military, and those who are going to graduate school. In addition, there are those who request to postpone searching for various personal reasons, including medical conditions, working outside of their field of study and those international students who do not report working for U.S. based companies, but return to utilize their education in their home countries.

The overall average salary offers were: BS graduates - **\$67,229** a slight increase over prior year, MS graduates - **\$74,966** a slight decrease over prior year, and PhD graduates - **\$80,854**, a 7% decrease over prior year.

In 2015-2016, many regular employing organizations continued with their traditional number of recruiting activities and events. The campus broke the record for the largest Career Day in Mines history with the Fall 2015 event hosting **240** organizations, and a slight decrease, but still one of the larger Spring Career Days with **197** organizations attending the 2016 event. Student participation in the fall Career Day event has continued very strong with a record **3452** students, recent graduates, and alums attending in Fall 2015. There was a total of **1940** attendees in Spring 2016. The increase in the fall is the result of both increased departmental and campus-wide support activities. The primary decrease in the spring attendance by two to three hundred was due to the Bronco Super Bowl parade.

Although the number of companies interviewing on campus was only slightly down, overall number of on-campus interviews during the Mines 2015-2016 academic year were at a 10-year low with **2,284** on-campus interviews held in Fall 2015 and **801** on-campus interviews held in Spring 2016 for a total of **3084** (compared to 4007 in 2014-2015 and 4602 in 2013-2014). The decrease was due to the lower oil and gas prices. Companies were still hiring, but for a reduced number of graduates. We have increased and diversified the Career Center marketing efforts, but are limited by manpower and need additional recruiting/employer relations staff to develop new opportunities.

2015 - 2016 Annual Report

The campus hosted a total of 106 company information sessions (compared to 124 in 2014-2015), a 14.5% decrease which is due to the drop in the energy industry. A drop in student attendance at info sessions has also been noted over the past two years. This was due to various factors such as new communication procedures, more nights with common exams, etc. The Career Center is working up new strategies to counteract this drop. Company information sessions are vital for students to learn about a company, their job opportunities and the industry.

Use of the DiggerNet online system to post positions for on-campus or other follow-up by companies decreased by 21% with 752 companies entering 2,116 job postings in 2015-2016 (compared to 957 companies posting 2,642 jobs in 2014-2015). This is another indication of the need for additional recruiting /employer relations staff to bring new employers and job opportunities. The Fall Virtual Career Fair in November featured 39 employers with multiple open positions, while the Spring 2016 Virtual Career Fair held in April had 55 employers. In addition, the two special recruiting events (TNT in November and Spring Launch in April) netted totals of 27 employers participating and 286 student interviews.

Looking Forward

The Career Center is continuing to keep an eye on the current and future hiring trends and employment opportunities for Mines students and graduates. The downturn in energy and mining has affected the number of on-campus interviews and information sessions. There was also a decrease in direct hire full-time positions with many of these companies pulling heavily from their intern pool. Other industries, such as construction, technology, aerospace have seen a boost. A proactive plan of action which has been implemented, as well as actions in the CRCP will help to counteract the impact of economic downturns. As Career Center staffing levels continue to be a challenge and are not at a sustainable level, a staffing analysis was conducted and is currently under review.

Both Colorado School of Mines Career Day events continue to be successful and large. As with the most prestigious engineering universities at the top tier of the core school list, the Mines Fall Career Day traditionally sells out of booth space in July. The Career Center is currently working with campus partners to rework and add additional space. In addition, parking on campus has been a huge challenge for these large recruiting events. The Career Center has been working with and will continue to work with several campus departments, City of Golden, Golden businesses, and a local church on temporary, alternative parking solutions.

The department will continue to build upon and greatly expand the prior success of the Faculty Relations Program and recruiting events. The staff will continue to be dedicated to providing instruction and to assisting students with proactive job searching. The Career Center will continue to offer the Engineering Your Career Path, for Mines students, and look to expand and revise this for a higher level graduate class. We are looking to create new career development programs for veterans, students with disabilities, and other underrepresented students. Finally, the Mines Career Center will also strive to expand and develop the network of dedicated employers related to the Mines "Earth, Energy and Environment" mission, through continued diligent efforts to ensure that the growth which Colorado School of Mines has had in recent years will help students and recent graduates to move forward on their career paths.

Table of Contents

I. Executive Summary.....	1
II. Career Center Services and Outreach	5
III. Outcomes and Salary Surveys	7
Graduating Class Outcomes.....	7
Industry Data	8
Graduate Status and Salary Offer Tables.....	9
IV. Diversity Groups	13
Women	13
Multicultural Groups.....	14
V. Mines Recruiting	17
Recruiting Summary	17
On-Campus Recruiting	18
Career Week Interviews	18
Information Sessions	19
DiggerNet Activity	20
VI. Career Day and Special Recruiting Events	21
Career Day Events.....	21
Virtual Career/JobFairs	23
Special Recruiting Events	24
VII. Technical Experience.....	25
Graduates with Technical Work Experience	25
Internships, Co-Operative Education, Job Shadow	26
2016 Summer Internship Salaries.....	26

Appendices

- A. Update Report on Recent Graduates
- B. Mines Recruiter List - August 2015 through July 2016
- C. Division and Department Reports Available Upon Request

Figures and Tables

Tables:

1. BS Graduate Status and Salary Offers	9
2. MS Graduate Status and Salary Offers	10
3. PhD Graduate Status and Salary Offers	11
4. Women Graduate Status	13
5. Multicultural Graduate Status	14
6. Summer 2016 Reported Internships - Compensation Reported by Major	27

Figures:

1. Mines 15-Year Outcomes Perspective	7
2. Accepted Positions by Industry	8
3. 3-Year Comparison of Industry Hiring	8
4. List of Majors by College for Female Population.....	13
5. Multicultural Student Population by College	15
6. 10-Year History - Accepted Positions with Mines Recruiting Companies	17
7. 10-Year History - Total Number On-Campus Student Interviews	18
8. 10-Year History - Total Number of Company Information Sessions	19
9. 4-Year Info Sessions Student Attendance	19
10. DiggerNet Job Postings and Employers	20
11. Phone / Skype Interviews	20
12. 10-Year Career Day History	21
13. 9-Year Career Day Student/Graduate Attendance.....	22
14. Majors Sought by Organizations at 2015-2016 Career Day Events	22
15. Virtual Career Fair Employer Participation.....	23
16. Virtual Career Fair Student Response	23
17. TNT and Spring Launch Recruiting Events Company Activity.....	24
18. TNT and Spring Launch Recruiting Events Student Activity	24
19. Job-Seeking BS Graduates with Technical Experience	25

The Colorado School of Mines Career Center's mission is to assist students in developing the lifelong skills critical for the effective transition from college to career. This transition from student to professional is integral to both the success of Mines graduates and to the mission of Mines. The Career Center Learning and Operational Outcomes are as follows:

Students and recent graduates who develop, utilize and apply the services offered by the Career Center will be:

- Educated, coached and empowered to conduct a strategic, personalized career exploration and ethical job search that highlights the passions, skills and strengths of each individual.
- Offered opportunities to engage with companies and organizations in a variety of forums to enhance their professional knowledge and diversity of career prospects.

Employers who utilize and employ the services offered by the Career Center will be:

- Informed and inspired on the variety of opportunities to brand their recruiting initiatives to the Mines students and graduates.
- Effectively and proactively connected with students and recent grads through an inclusive environment that provides interactive recruiting events and activities.

Individual and Small Group Career Advising

The Career Advisors assist students and grads with finding their professional passion and ideal career path. The Career Advisors also provide students with the tools and guidance that are instrumental to be successful in their future career goals. 2015-2016 activities included:

- Just over 6500 student and graduate meetings and walk-in job search assistance. These ranged from very quick questions/help to more extensive meetings. This does include multiple services/meetings for individual students and covers career exploration, job search skills, utilizing the Mines DiggerNet system, effective company research, thousands of resume reviews, CV, and cover letter reviews, practice interviews, utilizing videotaping or direct coaching methods, contract evaluation, and more.
- Weekly outreach to all recent, actively seeking graduates through phone calls, electronic medial sources, and emails.

Engineering Your Career Path Course

This 1.0 credit course is designed to provide the student with advanced career planning and job searching tools that are instrumental to be successful in obtaining and transitioning into internships, co-ops, research, and full-time positions. 2015-2016 activities included:

- Successful instruction of 85 students in the "Engineering Your Career Path" course during the fall and spring semesters.
- The student assessment ratings were very good with the surveys in the fall. However, we sought areas for development. The results were 100% of the spring students felt this class to be of value and purpose. When asked if they would recommend this class to another student, 100% stated they definitely would.

Workshops, Classroom Presentations, and Career Panels

Presented by Career Center Staff and company recruiters, workshops are offered to all students. Topics include: Resume Writing, Proactive Job Search, Interviewing Skills, Stand Out at Career Day, Networking, Business Etiquette, Social Media, Contract Review / Negotiations. 2015-2016 activities included:

- More than 60 career skills / job searching workshops for students, including open attendance, student organizations, residence life, graduate level research groups, and faculty-requested classroom presentations.
- Presentations that were integrated as an important component of various academic field sessions (Chemical Engineering, Applied Mathematics & Statistics, Engineering Physics, and Economics). Physics Field Session had a new 1-day professional development format that had great feedback and participation from the students and the team.
- Successful execution of industry panels, consisting of recruiters and engineers presenting on career paths in various industries. The student attendance has varied from 45 – 124 per event. More than half of these were new collaborations for the workshops between Career Center, faculty and student groups. The program was expanded in 2015-2016 to a total of 11 (versus 4 prior year) employer panel / career pathways workshops on the following topics: Careers in Energy Industries, Careers in Biomedical Engineering, Careers in Computing, Alternative Careers in Energy: The Art of Innovation and Patents, Careers in Aerospace, Aviation, and DOD Industries, Alternative Careers in Energy: Contract Negotiations & Business Development, Careers in Traditional and Alternative Energy Industries, and Career Tips on Leading an Organization from CEOs and Industry Leaders.
- Career Center team members presented at Discover Mines, Making the Connection: Women and Engineering at Mines, and all orientations.

Employer Relations and Outreach

Development and management of new / existing employers. 2015-2016 activities included:

- Development and diversification of industries through attendance at conferences such as Colorado Biosciences Networking Fair and Colorado Oil and Gas Association Expo.
- Developing and implementing marketing initiatives to reach new employers and emerging industries. Expanded the effort for employer outreach activities including electronic media campaigns, cold calls, company site and campus visits to educate and advocate for Mines' majors, ensuring continuance as a "top tier" school for recruiters. Saw a 50% increase over prior year in arrangement of and/or participation in employer campus visits and on-site visits.
- Conducted an educational workshop for employers on best practices in ethical campus recruiting and branding. Received very positive verbal feedback.

Printed Materials and Website

- Complete overhaul of Career Center website with current technology and resources to offer a more professional look, new content / visuals and added functionality for the students, more collaborative, interdepartmental branding and links.
- Co-revised and published the 5th edition of Career Center Manual – The Mines Strategy.
- Development of all ads, Career Day Program Guide, employer guides, and event posters.

Graduating Class Outcomes

Outcomes for the Colorado School of Mines class of 2016, effective September 30, are reported as follows: **85%** - Bachelors, **93%** - Masters and **96%** - Doctoral positive outcomes. This compares to the class of 2015 ratings of 87% BS, 95% MS, and 100% PhD. Included in this report are students who graduated in August and December 2015 and May 2016, noting choices for a first destination on their career path. Figure 1 details the 15-year perspective of outcomes reported by Mines graduates, by degree.

2015-2016 Highlights

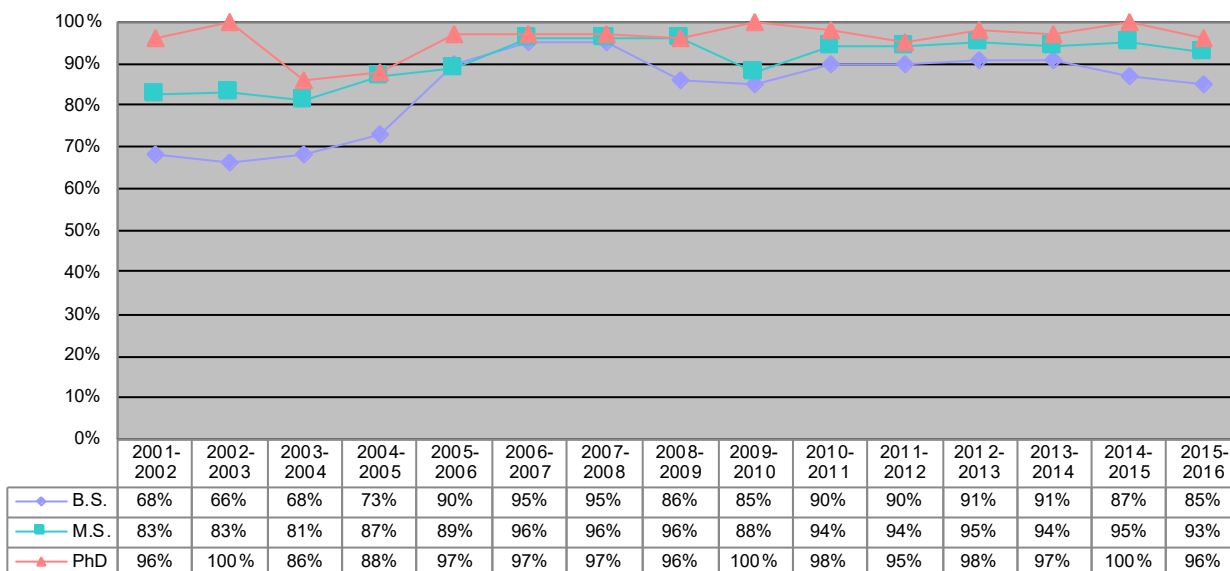
50% of employed graduates stayed in Colorado to begin their careers.

20% chose to continue education.

765 salary offers were reported by BS, MS, and PhD graduates.

952 jobs were accepted, versus 864 in the prior year.

Figure 1: Mines 15-Year Outcomes Perspective



Of the 2016 graduating class, **50%** accepting employment in industry or government chose to stay in Colorado, compared with 54% last year. This year **20%** of the BS graduates decided to go to graduate school (19% from the 2015 class). In addition to the continuing BS graduates, **12%** of the MS graduates chose to continue for an advanced degree. Of these continuing students **65%** of the BS selected Mines for their graduate school, compared to 68% last year; of the 48 MS graduates continuing to an advanced degree, **56%** remained at Mines, compared to 83% the prior year.

Among other educational institutions chosen by graduates from Mines are Boston College Law School, California Polytechnic, Carnegie Mellon, Florida Institute of Technology, MIT, Missouri University of Science and Technology, Northwestern, Oregon State, Stanford, University of Auckland, University of California Berkeley, University of Colorado, and others.

2015 - 2016 Annual Report

Industry Data

Employment opportunities diversified for Mines graduates in the past year. Figure 2 indicates those industries most actively hiring in 2015-2016, with **952** accepted positions reported by Mines graduates in industry or government. Strong hiring was exhibited by consulting and construction/development organizations, with a rise in aerospace, as well. Bioscience careers continue to build as an option for students. Figure 3 also offers insight into the shifts in hiring trends over the recent years in response to economic effects.

Figure 2: Accepted Positions by Industry 2015-2016

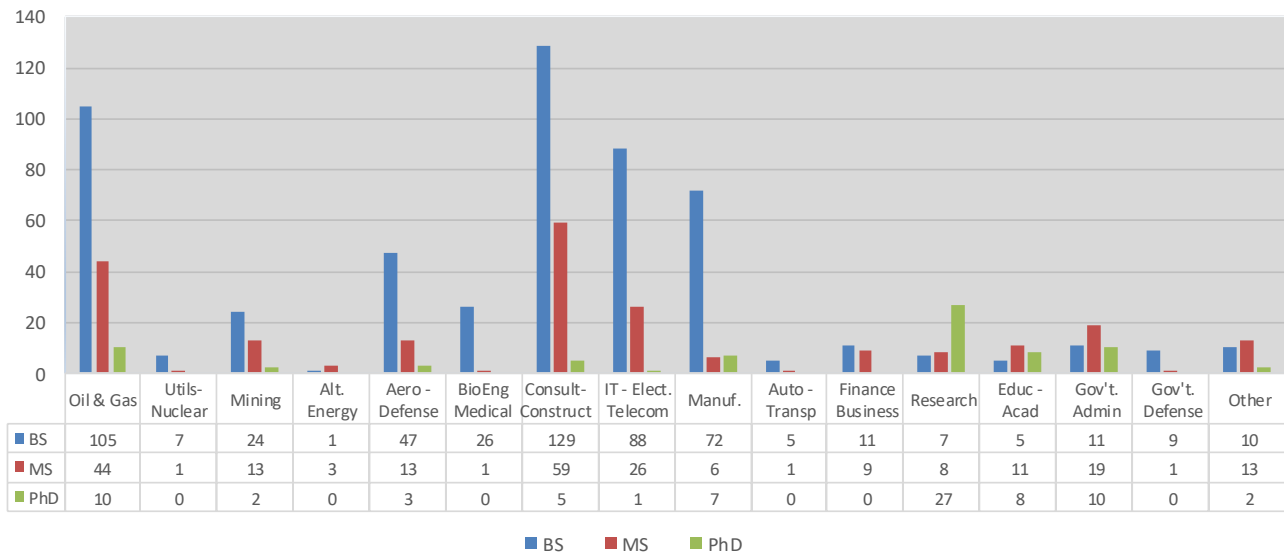
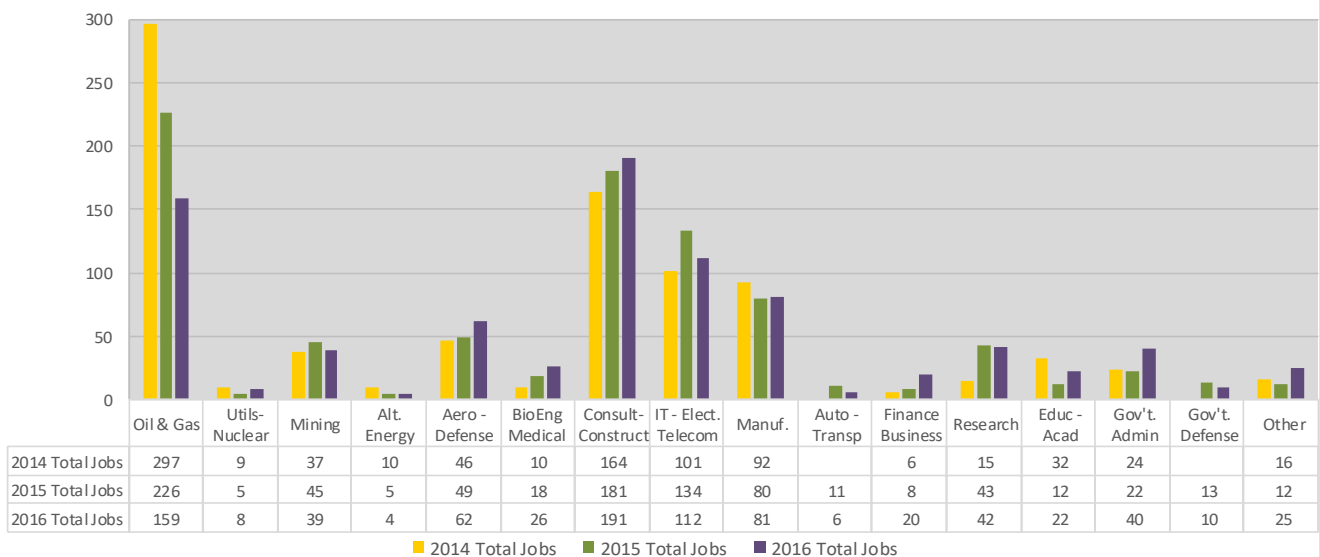


Figure 3: 3-Year Comparison of Industry Hiring 2013-14, 2014-15, 2015-16



Outcomes and Salary Surveys

Table 1: BS Graduate Status and Salary Offers - August 2015—May 2016




<div> COLORADO SCHOOL OF MINES EARTH • ENERGY • ENVIRONMENT</div> <div>2015 - 2016 CAREER CENTER ANNUAL REPORT BACHELOR'S DEGREE GRADUATES OUTCOMES AND SALARY SURVEY</div>																
College	Major	# Graduates	Industry	Government	Military	Graduate School	International	Returning	Not Looking	Outcomes %	Actively Searching	# Offers Reported	Low Offer Reported	High Offer Reported	2015-2016 Average Salary Offers	2014-2015 Average Salary Offers
CASE	Chemical Engineering (1 double major)	62	33	2	1	9	0	1	74%	16	38	\$ 33,000	\$ 104,900	\$ 67,998	\$ 69,324	
	Chemical & Biochemical Engineering	43	28	0	1	6	0	0	81%	8	28	\$ 40,000	\$ 105,000	\$ 65,821	\$ 66,269	
	Chemistry (3 double majors)	23	7	0	1	11	0	2	91%	2	3	\$ 33,408	\$ 53,000	\$ 43,803	\$ 48,173	
	Engineering Physics (2 double majors)	53	21	2	1	24	0	1	92%	4	26	\$ 41,600	\$ 81,000	\$ 62,100	\$ 61,852	
	Metallurgical & Materials Engineering	47	18	2	0	18	2	0	85%	7	18	\$ 35,000	\$ 87,000	\$ 64,133	\$ 60,917	
CECS	Applied Mathematics & Statistics (2 double majors)	29	11	1	0	11	0	3	90%	3	16	\$ 30,000	\$ 85,000	\$ 60,807	\$ 59,542	
	Civil Engineering (1 double major)	31	20	1	0	9	1	0	100%	0	21	\$ 50,000	\$ 65,000	\$ 57,476	\$ 56,417	
	Computer Science (4 double majors)	56	43	0	0	9	1	1	96%	2	48	\$ 40,000	\$ 107,000	\$ 71,929	\$ 64,773	
	Electrical Engineering (7 double majors)	60	41	2	1	3	0	4	86%	9	50	\$ 52,000	\$ 104,000	\$ 68,854	\$ 66,555	
	Environmental Engineering	37	16	1	0	11	1	3	86%	5	9	\$ 41,600	\$ 80,000	\$ 63,067	\$ 59,775	
	Mechanical Engineering (8 double majors)	218	142	7	2	19	3	7	83%	38	139	\$ 31,200	\$ 125,000	\$ 63,314	\$ 62,595	
	Economics & Business (1 double major)	9	5	1	0	0	0	1	78%	2	4	\$ 30,056	\$ 78,000	\$ 59,764	\$ 45,667	
CERSE	Geology & Geological Engineering	36	16	1	0	11	2	4	94%	2	11	\$ 37,440	\$ 108,000	\$ 58,585	\$ 56,979	
	Geophysical Engineering	40	12	3	2	15	2	2	90%	4	10	\$ 33,000	\$ 95,000	\$ 58,400	\$ 72,750	
	Mining Engineering (2 double majors)	29	19	2	0	3	0	2	90%	3	19	\$ 50,000	\$ 95,000	\$ 65,975	\$ 61,696	
	Petroleum Engineering (3 double major)	198	96	4	2	36	19	3	81%	38	76	\$ 36,000	\$ 109,000	\$ 81,556	\$ 83,615	
	Sub-Totals (34 double majors included - 17 students)	971	528	29	11	195	31	34	85%	143						
Total		954	514	28	11	195	31	33	85%	142	516	\$ 30,000	\$ 125,000	\$ 67,229	\$ 66,394	
Note: "Not Looking" includes those working outside their field of study or postponing an active full-time job search for personal/medical reasons.																

Table 2: MS Graduate Status and Salary Offers - December 2015 — May 2016

<div> COLORADO SCHOOL OF MINES EARTH • ENERGY • ENVIRONMENT 2015 - 2016 CAREER CENTER ANNUAL REPORT MASTER'S DEGREE GRADUATES OUTCOMES AND SALARY SURVEY</div>																
College	Major	# Graduates	Industry	Government	Military	Graduate School	International	Returning	Not Looking	Outcomes %	Actively Searching	# Offers Reported	Low Offer Reported	High Offer Reported	2015-2016 Average Salary Offers	2014-2015 Average Salary Offers
CASE	Applied Chemistry	2	2	0	0	0	0	0	0	100%	0	0			N/A	N/A
	Applied Physics	9	5	0	0	3	0	0	0	89%	1	2			\$66,210	\$72,000
	Chemical Engineering	14	5	2	0	3	4	0	0	100%	0	4	\$45,000	\$91,000	\$64,250	\$72,176
	Metallurgical & Materials Engineering	24	9	0	0	10	3	1	1	96%	1	12	\$40,000	\$85,000	\$68,792	N/A
	Applied Mathematics & Statistics	13	8	1	0	3	0	1	1	100%	0	5	\$40,000	\$80,000	\$67,140	\$66,333
CECS	Civil & Environmental Engineering	30	20	1	0	1	2	4	4	93%	2	17	\$55,000	\$80,800	\$61,400	\$62,577
	Civil Engineering	0	0	0	0	0	0	0	0	N/A	0	0			N/A	\$60,000
	Computer Science	19	14	0	0	1	3	1	1	100%	0	14	\$65,000	\$100,000	\$76,286	\$82,071
	Electrical Engineering	14	9	0	0	0	4	0	0	93%	1	9	\$51,000	\$80,000	\$69,633	\$73,417
	Engineering Systems	0	0	0	0	0	0	0	0	N/A	0	0			N/A	N/A
	Environmental Engineering Science	9	3	2	0	2	1	1	1	100%	0	5	\$36,000	\$80,000	\$65,200	\$48,675
	Mechanical Engineering	44	22	2	0	7	2	5	5	86%	6	18	\$34,000	\$80,000	\$62,032	\$67,823
	Econ - Engineering & Technology Management	35	24	0	0	3	2	1	1	86%	5	12	\$55,000	\$93,678	\$68,238	\$80,359
CERSE	Econ - Mineral & Energy Economics	29	16	0	0	1	10	0	0	93%	2	6	\$63,000	\$100,000	\$79,500	\$61,000
	Geology & Geological Engineering	45	31	2	0	6	4	1	1	98%	1	27	\$48,000	\$113,000	\$93,359	\$103,803
	Geophysics & Geophysical Engineering	21	13	0	0	2	6	0	0	100%	0	13	\$54,000	\$115,000	\$96,969	\$102,072
	International Political Economy of Resources	5	1	1	0	1	1	0	0	80%	1	1			N/A	\$53,600
	Mining & Earth Systems Engineering	17	5	1	0	2	8	1	1	100%	0	4	\$68,000	\$72,000	\$72,750	\$69,080
	Petroleum Engineering	28	9	0	0	5	8	2	2	86%	4	9	\$70,000	\$110,000	\$104,204	\$99,187
	Geochemistry	4	2	1	0	0	0	0	0	75%	1	3	\$55,000	\$56,000	\$55,333	N/A
	Hydrology (1 double major w/Env. Eng. Science)	18	14	3	0	0	0	0	0	94%	1	9	\$40,000	\$60,000	\$54,034	\$58,500
Interdisc.	Materials Science	3	1	0	0	0	2	0	0	100%	0	1			N/A	N/A
	Nuclear Engineering	6	2	2	0	0	0	0	0	67%	2	4	\$69,000	\$80,000	\$76,000	\$63,289
	Underground Construction & Tunneling	2	1	0	0	0	1	0	0	100%	0	0				\$68,375
	Sub-Totals (2 double majors Included)	391	216	18	0	50	61	18	18	93%	28	177	\$34,000	\$124,800	\$74,966	\$76,253
	Total	389	216	18	0	50	61	18	18	93%	27	177	\$34,000	\$124,800	\$74,966	\$76,253
Note: "Not Looking" includes those working outside their field of study or postponing an active full-time job search for personal/medical reasons. Note: "N/A" indicates too few starting salary offers were reported to maintain confidentiality for graduates and averages are not available.																

Outcomes and Salary Surveys

Table 3: PhD Graduate Status and Salary Offers - December 2015—May 2016

<div> COLORADO SCHOOL OF MINES EARTH • ENERGY • ENVIRONMENT 2015 - 2016 CAREER CENTER ANNUAL REPORT DOCTORAL DEGREE GRADUATES OUTCOMES AND SALARY SURVEY</div>																
College	Major	# Graduates	Industry	Government	Military	Graduate School	International	Returning	Not Looking	Outcomes %	Actively Searching	# Offers Reported	Low Offer Reported	High Offer Reported	2015-2016 Average Salary Offers	2014-2015 Average Salary Offers
CASE	Applied Chemistry	4	1	0	0	0	3	0	0	100%	0	2			N/A	\$59,333
	Applied Physics	8	4	3	0	0	0	1	1	100%	0	7	\$37,000	\$70,000	\$63,271	\$53,250
	Chemical Engineering	19	7	8	0	0	4	0	0	100%	0	10	\$37,600	\$105,000	\$70,960	\$108,000
	Metallurgical & Materials Engineering	7	5	1	0	0	1	0	0	100%	0	7	\$70,000	\$90,000	\$84,143	\$84,667
	Applied Mathematics & Statistics	2	2	0	0	0	0	0	0	100%	0	1			N/A	N/A
CECS	Civil & Environmental Engineering	8	4	3	0	0	1	0	0	100%	0	5	\$40,000	\$ 115,000	\$77,733	N/A
	Civil Engineering	0	0	0	0	0	0	0	0	####	0	0			N/A	N/A
	Computer Science	2	2	0	0	0	0	0	0	100%	0	3	\$72,500	\$80,000	\$77,501	\$77,000
	Electrical Engineering	2	0	0	0	0	2	0	0	100%	0	3	\$60,000	\$135,000	\$108,333	\$49,667
	Engineering Systems	1	0	0	0	0	1	0	0	100%	0	1			N/A	N/A
CERSE	Environmental Engineering Science	3	1	1	0	0	0	0	0	67%	1	1			N/A	N/A
	Mechanical Engineering	4	3	1	0	0	0	0	0	100%	0	1			N/A	N/A
	Geology & Geological Engineering	8	2	3	0	0	2	1	1	100%	0	7	\$36,000	\$125,000	\$91,286	\$113,929
	Geophysics & Geophysical Engineering	7	3	0	0	0	4	0	0	100%	0	4	\$30,000	\$123,000	\$69,500	\$111,143
	Mineral & Energy Economics	6	5	0	0	0	0	1	1	100%	0	4	\$45,000	\$125,000	\$87,750	N/A
Interdisc.	Mining & Earth Systems Engineering	3	1	1	0	0	1	0	0	100%	0	1			N/A	N/A
	Petroleum Engineering	10	4	0	0	0	5	0	0	90%	1	6	\$60,000	\$135,000	\$110,000	\$105,667
	Geochemistry	3	3	0	0	0	0	0	0	100%	0	1			N/A	N/A
	Hydrology	3	1	2	0	0	0	0	0	100%	0	2			\$61,000	N/A
	Materials Science	10	4	3	0	0	2	0	0	90%	1	4	\$53,000	\$82,000	\$68,250	\$81,667
	Nuclear	3	1	1	0	0	0	0	0	67%	1	1			N/A	N/A
	Operations Research	2	1	0	0	0	0	0	0	50%	1	1			N/A	N/A
	Total	114	54	26	0	0	26	3	3	96%	5	72	\$24,000	\$135,000	\$80,854	\$86,982
Note: "Not Looking" includes those working outside their field of study or postponing an active full-time job search for personal/medical reasons. Note: "N/A" indicates too few starting salary offers were reported to maintain confidentiality for graduates and averages are not available.																



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Women

Mines celebrated the graduation of **411** women at Colorado School of Mines in 2015-2016, which is a **16%** increase from the 354 women graduates of 2014-2015. This reflects **27%** of the year's total graduates, same as last year's class, with 28% of BS grads were women, 30% of MS were women, and 22% of PhDs graduating were women. Reported outcomes for all 2015-2016 degreed women equals **91%**, compared to the overall rate of 88% positive outcomes for the entire 2015-2016 graduates.

2015-2016 Highlights

411 women graduated from Mines.

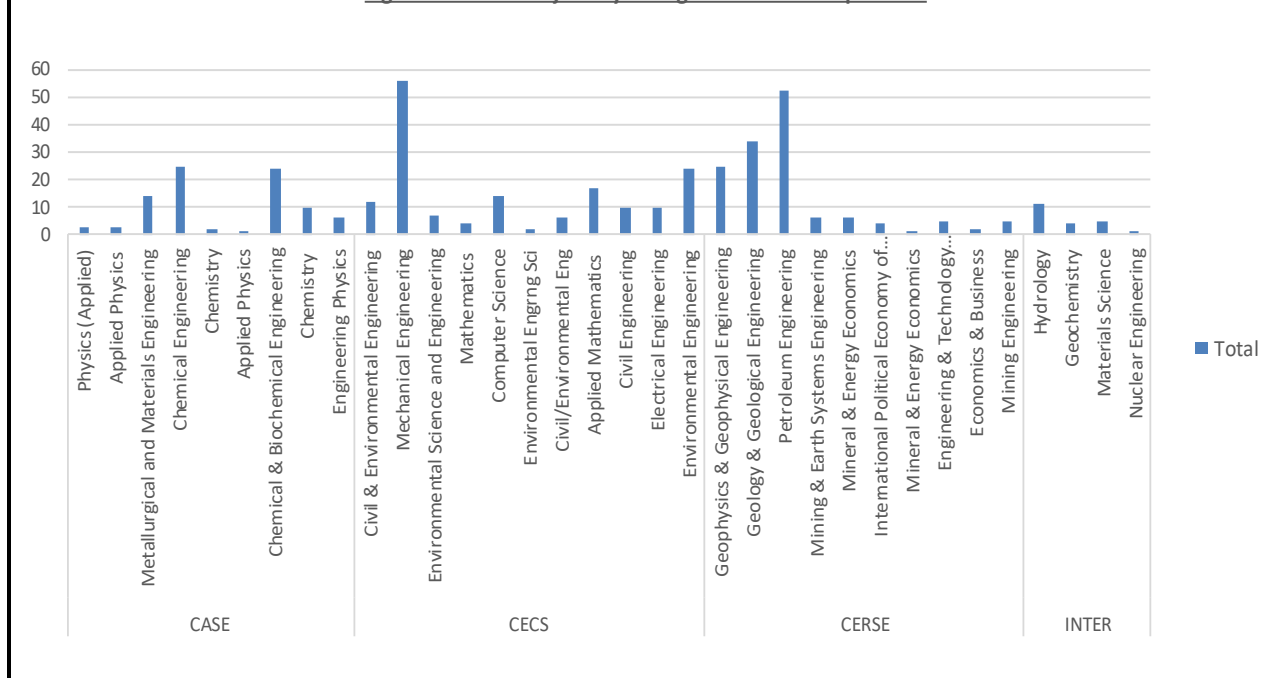
91% of BS, MS, and PhD women graduates note positive outcomes.

88% of the Mines BS, MS, and PhD multicultural graduates noted positive outcomes.

Table 4: Women Graduate Status - December 2015 - August 2016

	NUMBER OF GRADUATES	INDUSTRY	GOVT.	MILITARY	GRAD. SCHOOL	INT'L	NOT LOOKING	ACTIVELY SEARCHING	% OUTCOMES
BS	268	149	6	0	56	14	12	31	88%
MS/P	118	66	8	0	15	14	9	5	95%
PHD	25	8	11	0	0	3	1	2	92%
TOTAL	411	223	25	0	71	31	19	38	91%

Figure 4: List of Majors by College for Female Population



Multicultural Groups

A total of **168** historically underrepresented ethnic and racial minority students graduated from Mines in 2015-2016, compared to a 2014-2015 total of 167. Of the combined degree levels, **88%** reported positive outcomes choosing work in industry, government or military, continuing to graduate school, or choosing options other than a position related to their major at this time. This compares to the 96% outcomes rate for all Mines 2014-2015 multicultural graduates. Data for this is based on information self-reported by students to the Career Center and with institutional data from the Registrar. Table 5 below details the post-graduate status for these graduating underrepresented students at Mines, by ethnicity.

The Career Center continues working with the four branches of the Colorado School of Mines Multicultural Engineering Program (MEP): American Indian Science and Engineering Society (AISES), National Society of Black Engineers (NSBE), Society of Asian Scientists and Engineers (SASE), and Society of Hispanic Professional Engineers (SHPE). Career Center staff members speak at meetings, and proactively foster connections between MEP and companies.

Table 5: Multicultural Graduate Status - December 2015—August 2016

	Number of Graduates				Industry	Gov't	Military	Graduate School	Not Looking	Actively Searching	% Out-comes
	BS	MS	PhD	Total							
Black / African American	14	2	1	17	10	2	0	5	0	0	100%
Asian American / Pacific Islander	53	14	2	69	48	1	2	8	4	6	91%
Hispanic	56	21	1	78	47	2	0	13	2	14	82%
Multiple Races	4	0	0	4	3	0	0	1	0	0	100%
TOTAL	127	37	4	168	108	5	2	27	6	20	88%

“WIRED” (Work/Interview/Resume Experience Day) continues as a successful collaborative event between the Career Center and MEP. Company participation in this event was 28 for Fall, and 12 for Spring with total interview counts of 408 and 168, respectively. WIRED sessions offer to all Mines students advice and encouragement for success at Career Day and beyond.

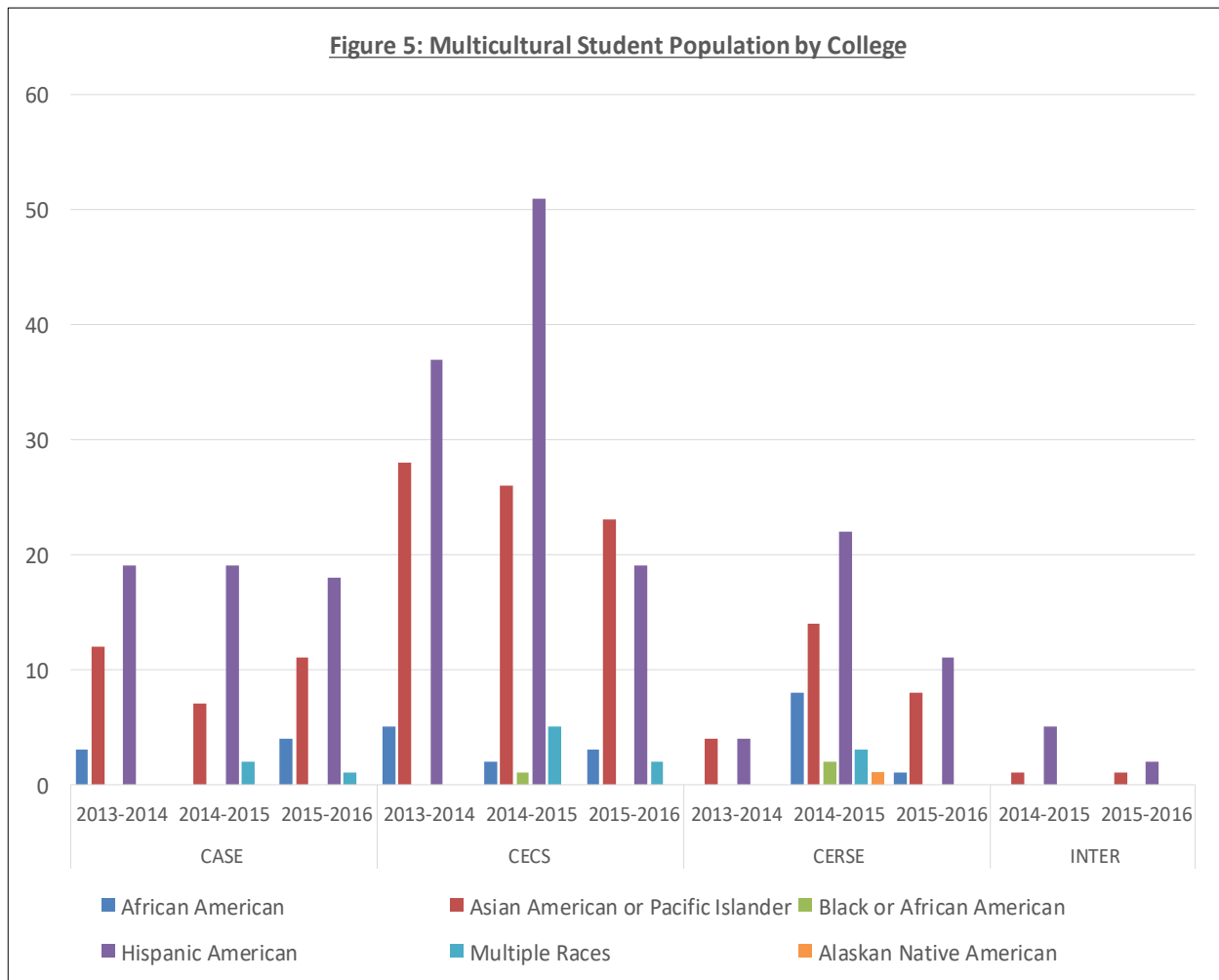
The Career Center is continually seeking opportunities to partner with student organizations as well as looking to create new career development programs for veterans, students with disabilities, and other underrepresented individuals.

Diversity Groups

Figure 5 has been added for this year's annual report which represents the diversity of the Mines student body by college. This chart is an effort to identify data that will be helpful to efforts to increase diversity efforts for both students and the faculty pertaining to career development and outreach.

Three years of data has been compiled, using the graduation first destination survey that is completed during a student's last semester. In this analysis is data including ethnicity of U.S. Citizens, which students have the option to self-disclose.

This chart provides an overview to show the increase of graduates' diverse populations by College. This provides an opportunity to observe areas of interest and be better connected with each College to strategize how to build better career development programming and support for MEP student organizations. For example, this chart shows a great increase of Hispanic students graduating with degrees from the College of Engineering and Computer Science (CECS) between 2013-2014 and 2014-2015 academic years.





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Recruiting Summary

The Mines Career Center had a busy year in terms of both on-line recruiting (DiggerNet) and on-campus recruiting of students for full-time, internship or co-op positions. Recruiting is in two categories: on-campus recruiting figures include organizations participating in Career Day, on-campus interviews and/or Company information sessions.

Online recruiting includes organizations registered in DiggerNet who have posted jobs but did not actually visit the Mines campus. The complete list of the 2016 organizations recruiting at Mines is included as Appendix B.

2015-2016 Highlights

406 employers visited campus for recruiting visits - either Career Day, Campus Interviews or Info Sessions.

174 unique employers held on-campus interviews and/or offered information sessions.

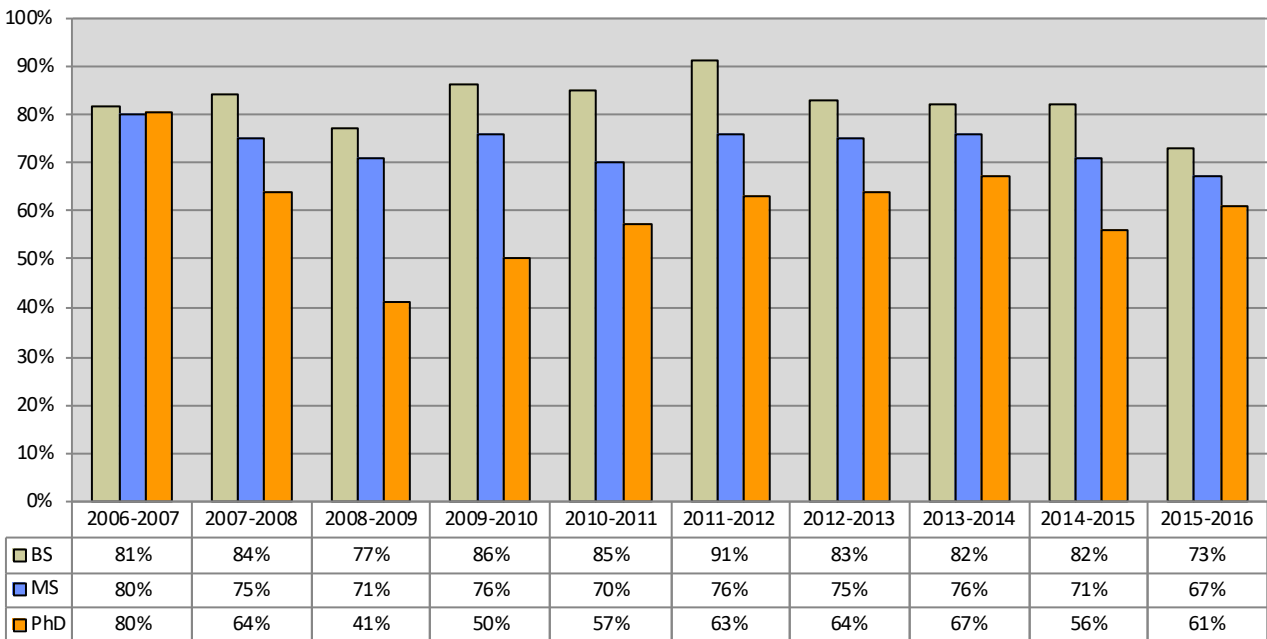
3085 total interviews were conducted on-campus for students during the academic year.

106 company information sessions were presented.

752 unique employers posted positions in DiggerNet.

2116 Job opportunities were posted in DiggerNet.

Figure 6: 10-Year History - Accepted Positions with Mines Recruiting Companies



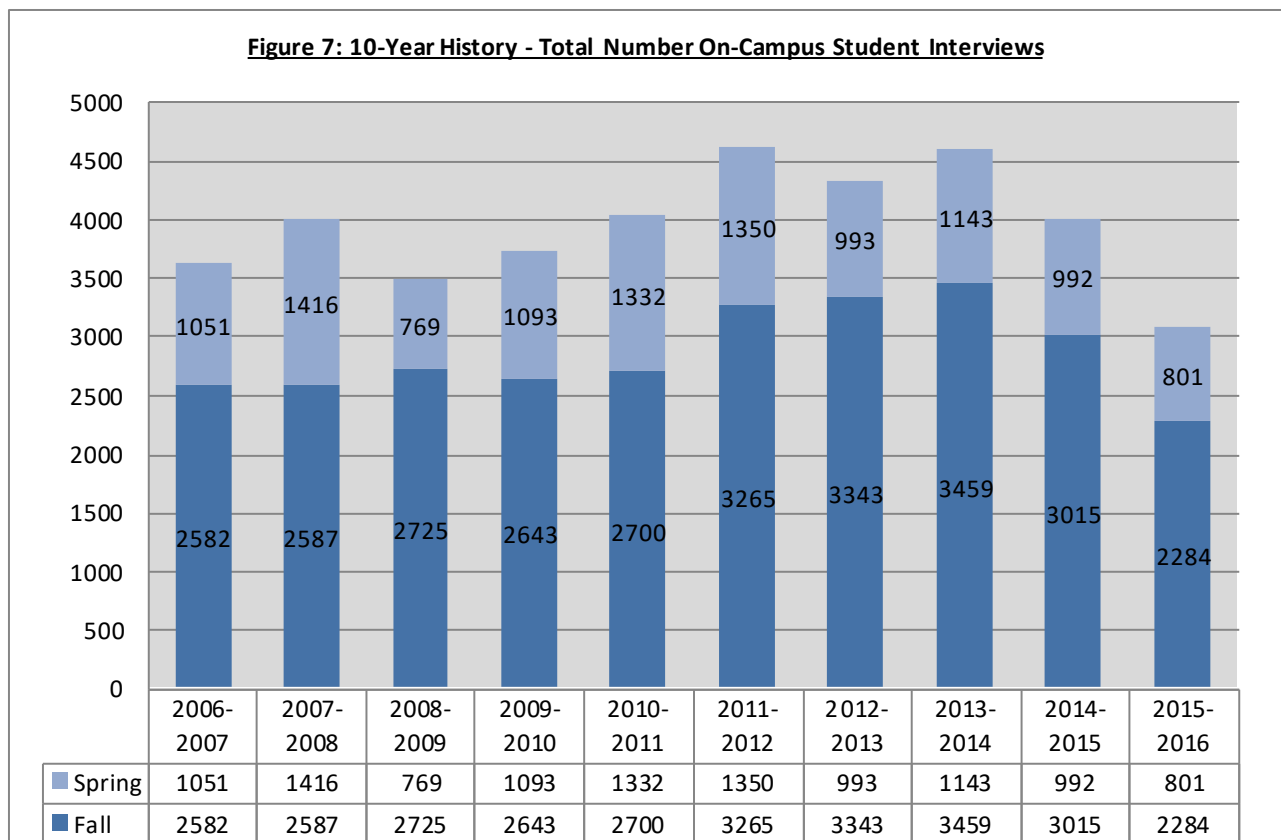
On-Campus Recruiting

The Mines on-campus recruiting program was steady throughout the year, with a total of **174** unique organizations visiting to interview students and/or present employer information sessions; this compares to 194 noted last year. The reduced number of companies, positions posted and interviews does reflect the recent downturn in the energy market. This affirms the importance of the Career Center's proactive efforts to continue to reach out and develop varied opportunities in a more diverse industry base.

Career Week Interviews—Our Busiest Weeks!

For "Next Day" and Career Week interviewing, the Career Center collaborates with campus administrative and academic departments who provide rooms for companies to stay on campus to interview students.

In Fall 2015, 53 companies stayed on campus. The Career Center was very appreciative of the 16 departments who supplemented our four Career Center interview rooms for the intense days following Fall Career Day. These interviews couldn't have been successfully executed without the support of these academic and administrative departments providing space. Following the Spring 2016 Career Day, 30 companies took advantage of Career Week reservations with help from 10 campus departments.



Mines Recruiting

Information Sessions

Many companies use Company Information Sessions to kick off their On-Campus Recruiting visit. Info Sessions provide a convenient way of presenting information to students who have been selected for interviews and also to recruit other interested students. The Career Center assists with securing a room, A/V equipment usage, providing catering info for refreshments, and advertising and recording who attends.

Figure 8: 10-year - Total Number of Company Information Sessions

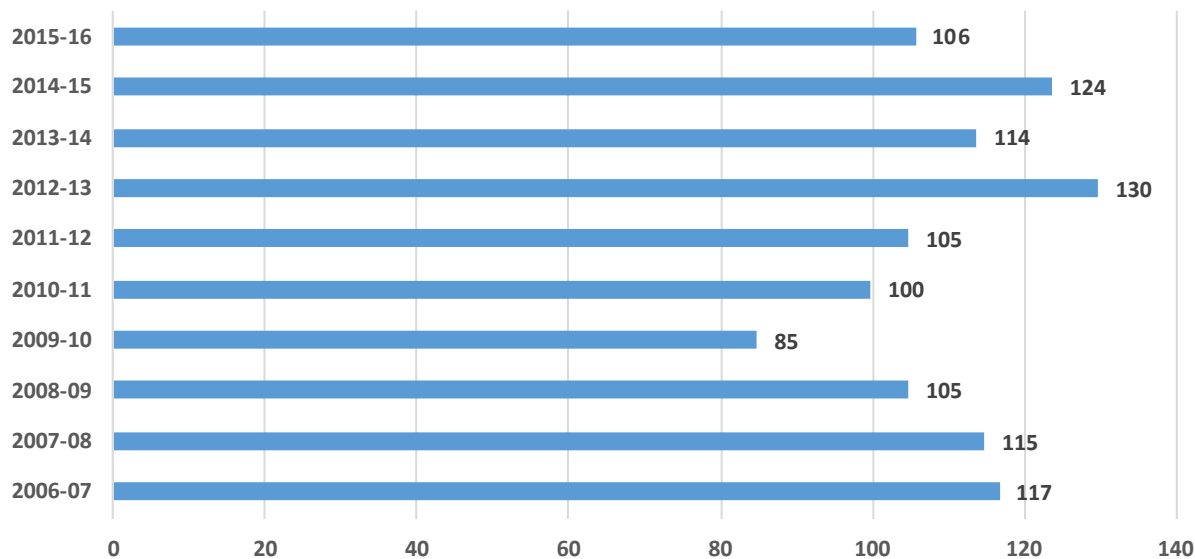
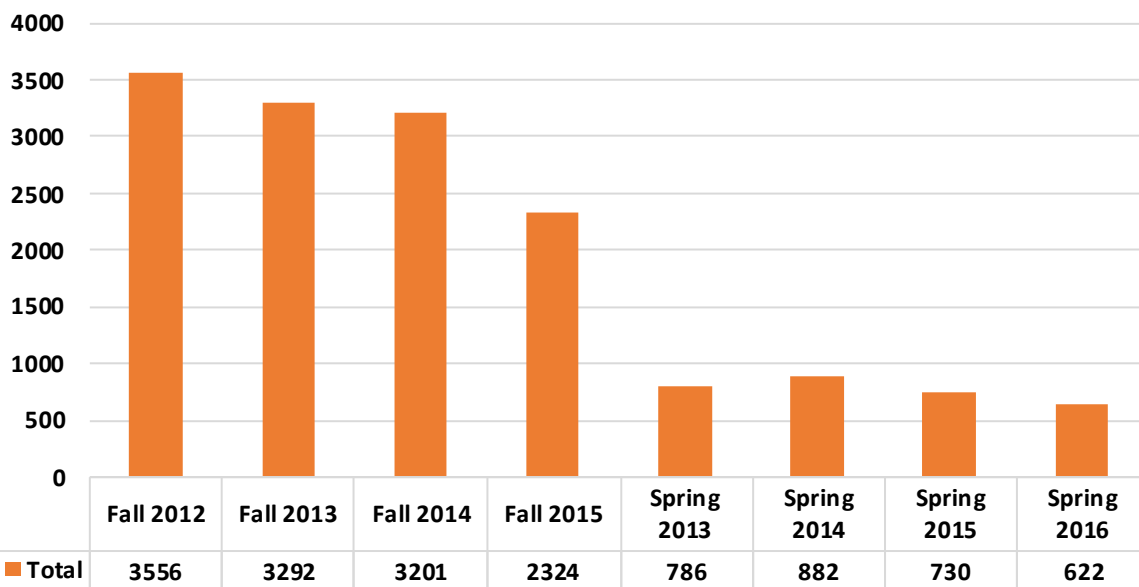


Figure 9: 4-Year Info Session Student Attendance

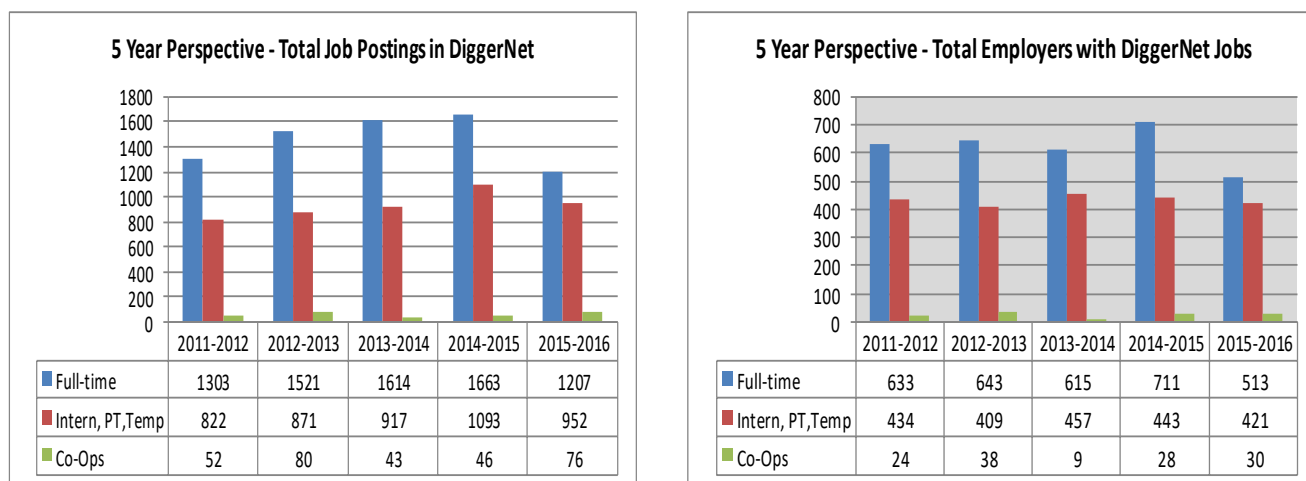


2015 - 2016 Annual Report

DiggerNet Activity

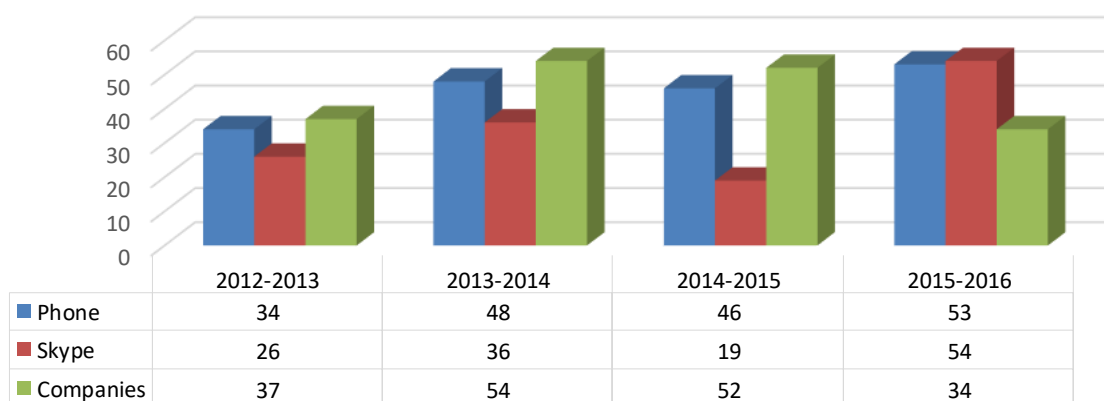
Online recruiting noted a 20% decrease in the past year with a total of **2,116** job postings on DiggerNet during 2015-2016 for full-time, internship, part-time, temporary work, (2642 job postings in the prior year). In 2015-2016, the number of companies posting jobs numbered **752**, 21% less than the 957 last year, and there appears to be a favoring of fulltime postings over internships, compared to the numbers of the prior year. Please note that postings often included multiple types in a single job description, and often reflected multiple openings available per posting. Figure 10, below, shows details for the specific position types for which employers utilized DiggerNet.

Figure 10: DiggerNet Job Postings and Employers



The Career Center has a land line and Ethernet available for students to use for alternative interviewing formats. There has been an increase in the students participating in phone and Skype interviews over the past few years as companies use these alternative methods to interview the students. **107** interviews were recorded in the Career Center for these purposes during the current year, while last year 65 interviews were recorded. The Career Center will continue to monitor these types of alternative interviewing formats and market to the students and companies the services available to them.

Figure 11: Phone / Skype Interviews



Career Day Events

In the 2015-16 academic year, Mines Fall 2015 Career Day experienced record numbers in both employer attendance, faculty/staff participation, as well as attendance from students, grads, and alums. The campus had many repeat corporations and new companies who attended Career Day events. There was a reduction in company attendance from oil and gas industry, but an increase in employers from construction, aerospace, and government agencies. The reason for this continued large participation is due to the many proactive marketing efforts by Career Center staff, faculty collaboration initiatives, multi-event incentives, plus a strong need for top engineers. Employer participation resulted in 240 organizations at the Fall Career Day and 197 organizations at the Spring Career Day. Both events sold out, exceeding original goals. The student, graduate, and alumni attendance has continued to increase with 3452 attending the Fall 2015 Career Day. However, the Spring 2016 Career Day attendance at 1940 was down due to the Bronco Super Bowl parade. New parking initiatives were implemented at the Spring Career Day. Input from many recruiters confirms that they feel the Mines Career Day is a top college recruiting event. Figures 12 - 14 show the results, prior year comparisons, and majors requested.

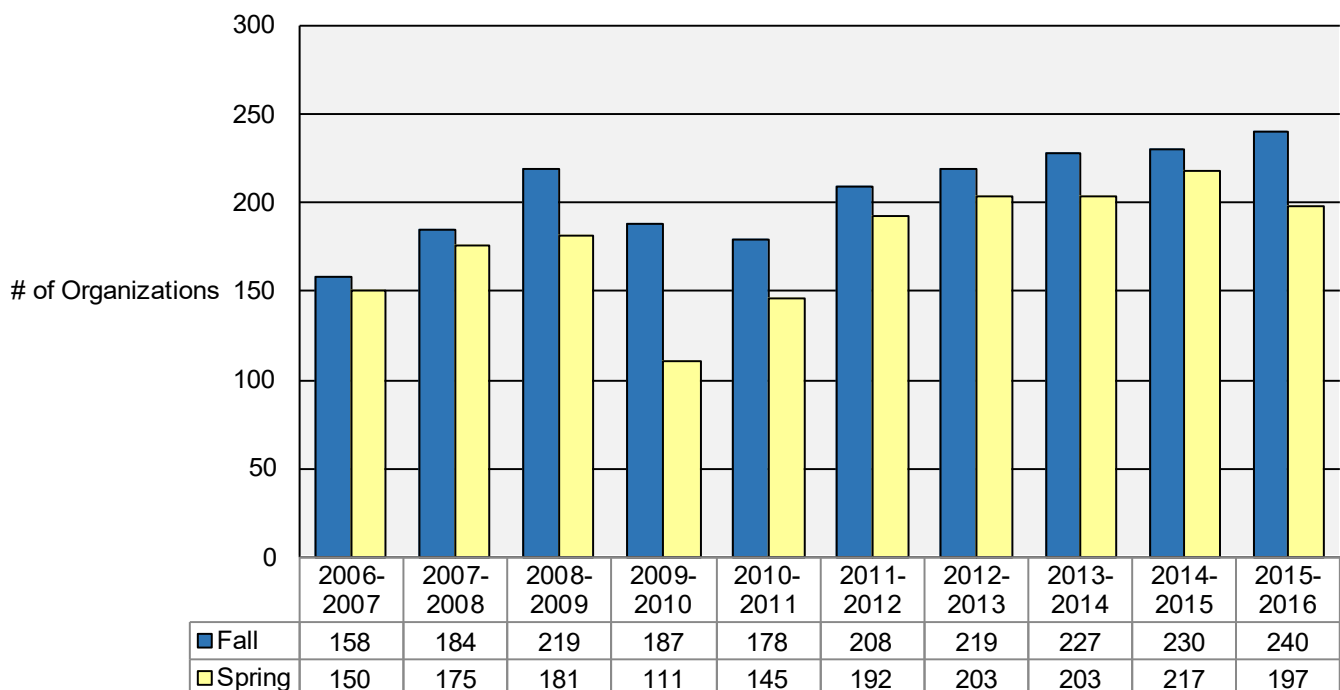
Career Day Highlights

Largest Fall Career Day in Mines' history, with a record 240 organizations participating.

Large Spring Career Day with 197 organizations participating.

Largest Fall 2015 Career Day attendance of 3452 by students, graduates and alumni.

Figure 12: 10-Year Career Day History



2015 - 2016 Annual Report

Figure 13: 9-Year Career Day Student / Graduate Attendance History

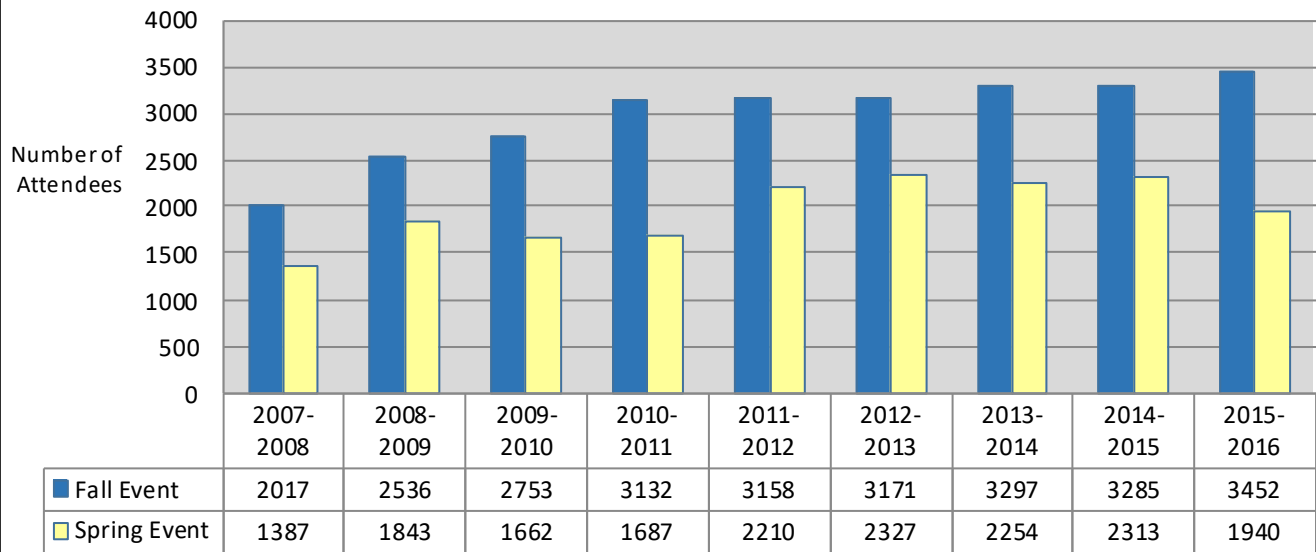
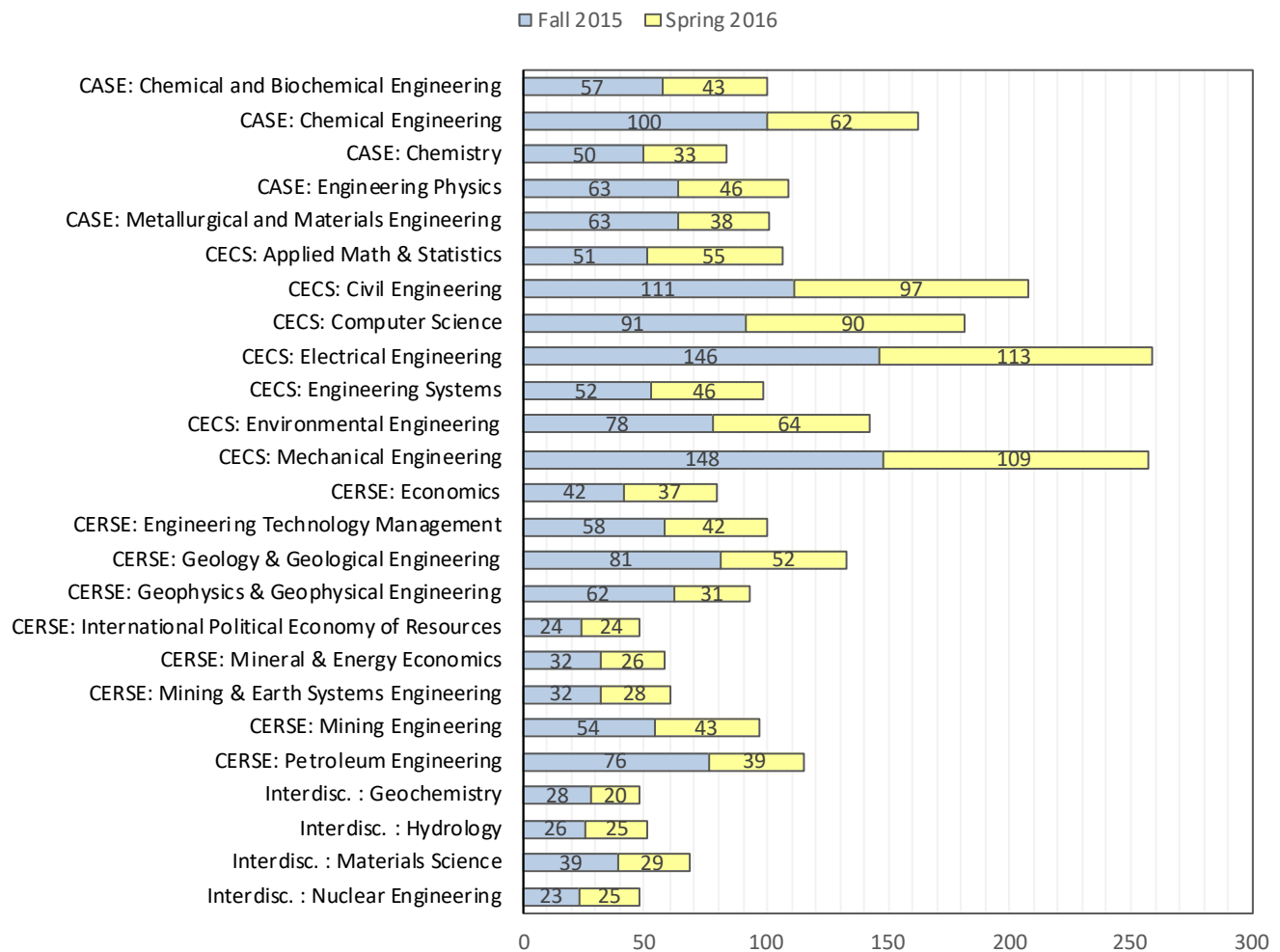


Figure 14: Majors Sought by Organizations at 2015-2016 Career Day Events



Career Day and Special Recruiting Events

Virtual Career/Job Fairs

The Virtual Career/Job Fairs through DiggerNet have been effective in prompting employers to recruit at Mines between Career Day events. This activity re-motivates students and upcoming graduates by providing them with an added concentration of good job prospects near the close of the semester. The Fall 2015 Virtual Career Fair featured 39 employers, 78 job opportunities, 554 resume submissions. Spring 2016 Virtual Career Fair featured 55 employers, 86 jobs opportunities, resulting in a total of 885 resumes submissions.

2015-2016 Highlights

94 Employers participated in 2015—2016.

164 Jobs posted during the two events.

1439 Resume applications were submitted by students.

Figure 15: Virtual Career Fair Company Participation

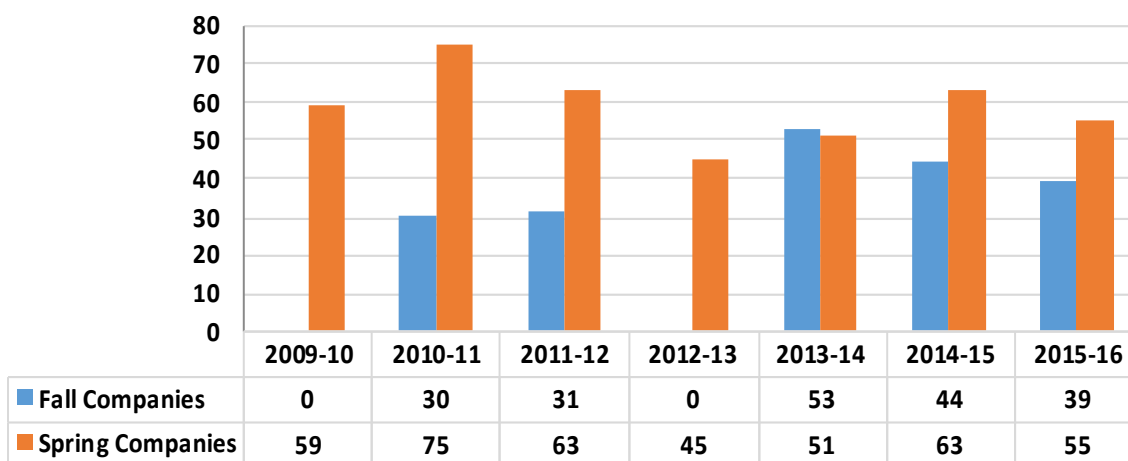
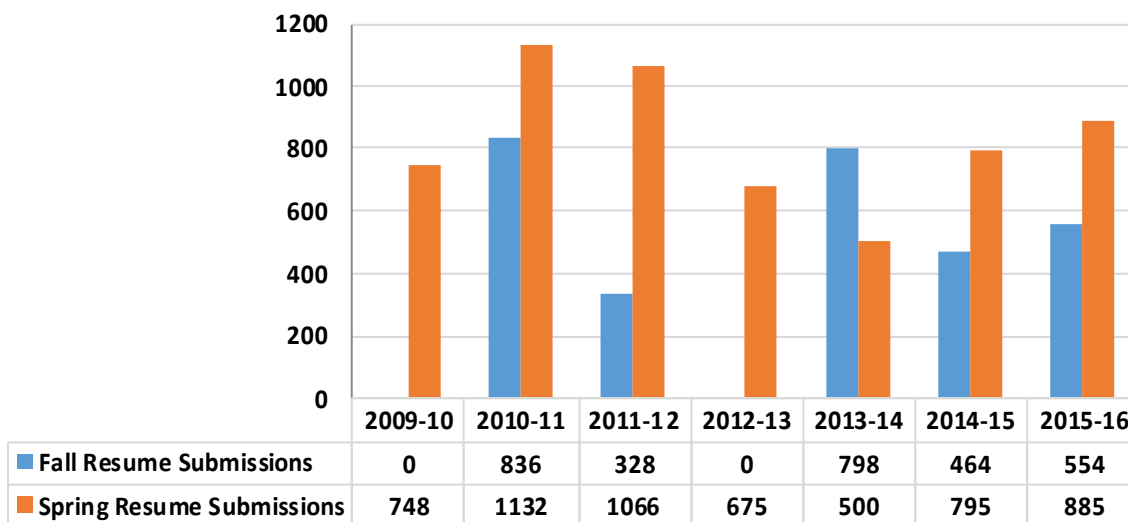


Figure 16: Virtual Career Fair Company Student Response



Special Recruiting Events

To encourage students in their efforts to secure meaningful positions (full-time or internships), and to provide employers with a forum to further seek valuable employees when they are in need, the Career Center has utilized two special recruiting events to conclude each semester in a positive way. The Nick of Time (TNT) and Spring Launch, one-day events which include many employers conducting interviews in a large open venue, help meet the immediate hiring needs of these organizations, and combined with Virtual Career Fair held earlier, give students more opportunity to interview before leaving campus. TNT will no longer be offered in the Fall due to the tightness of Fall recruiting and holiday seasons.

An added value for employers attending these recruiting events is a luncheon workshop which offers employers professional development. Valuable workshops include such timely topics as ***“Creating an Exemplary Internship Program,” “Optimizing Branding on Campus,” “Increasing Diversity Inclusion in the Workforce,”*** and others. These presentations include expert speakers from across campus, as well as from various sectors of industry. Figures 17 & 18 below note both employer and student involvement in these special recruiting events.

Figure 17: TNT and Spring Launch Recruiting Events - Company Activity

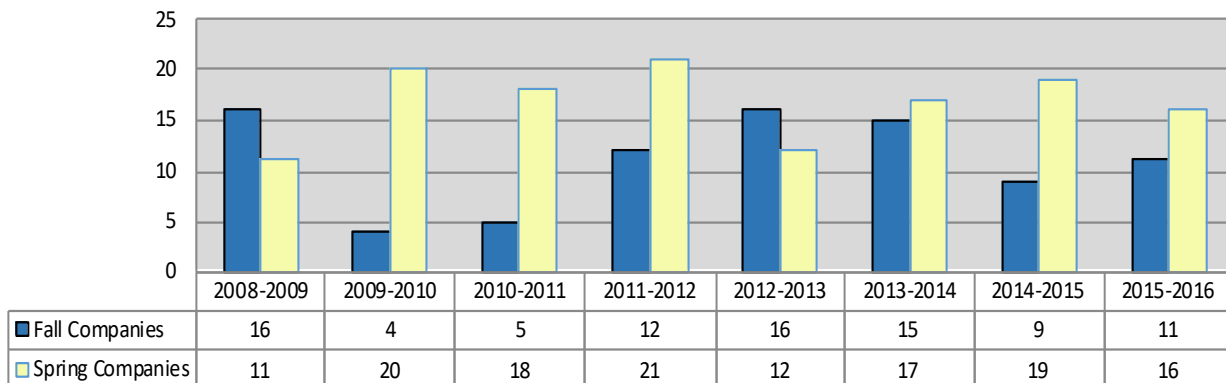
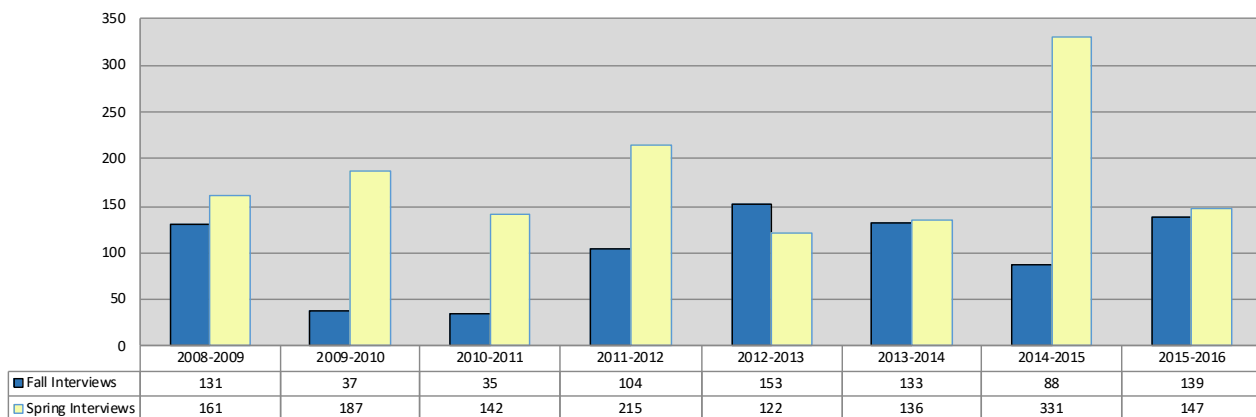


Figure 18: TNT and Spring Launch Recruiting Events - Student Activity

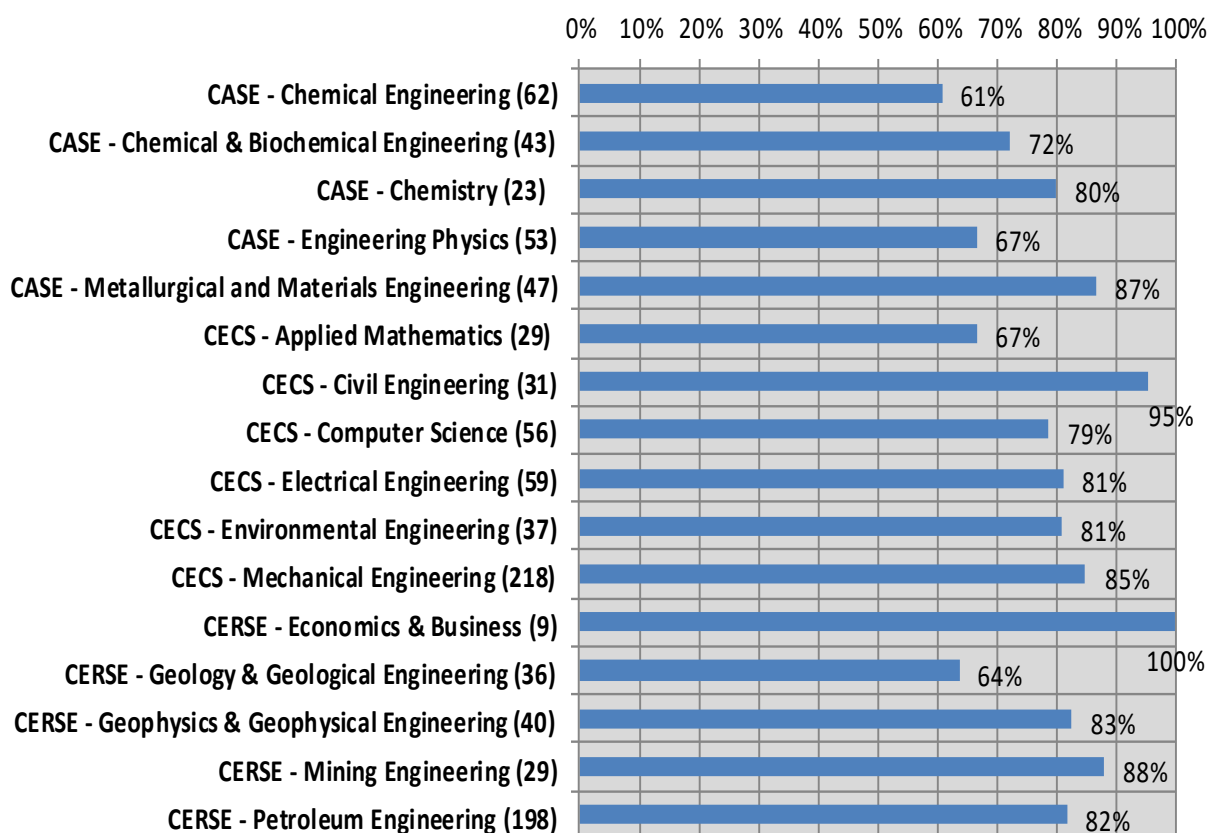


Graduates with Technical Work Experience

In addition to hands-on projects that students accomplish in courses, the added benefit of “real life” relevant experience while in college is invaluable. Students are encouraged to pursue such internships, co-ops, research experience beyond the regular classroom experience, and even seek job shadow opportunities. The percentage of documented relevant technical experience for B.S. students prior to graduation increased to **79%** 2015-2016 from 76% the prior year.

In general, the leading disciplines in reported internship/technical experience are those involved with natural resource extraction, manufacturing, and information technology. M.S. students who are on the five year program at Mines would have had their internship experience noted in a prior report. As PhD students often come to Mines with prior full-time experience, or may be working for a company while completing the advanced degree, these groups are, therefore, not included in Figure 19 below, which is focused on BS graduates with direct job-seeking goals.

Figure 19: Job Seeking BS Graduates with Technical Experience



Internships, Co-Operative Education, Job Shadowing

At Colorado School of Mines, all forms of technical experience, relevant to a student's major, are encouraged. Most commonly these experiences are paid summer internships or part-time jobs during the academic year. To be considered a valid technical experience, the hiring organization would be within industry or government, utilizing relevant skills that the student is developing. Most internships offer ample opportunities for the student to practice technical skills, and build the necessary communication skills that will be valued for future work. In addition, there are other opportunities for students to work in the various research centers on-campus. Whether funded by NSF or other government funding, or by private corporations, the many campus research centers offer students a chance to be involved in high level technology. The Career Center also posts REU opportunities from other academic institutions.

The Mines Co-Operative Education program varies from a typical internship in that it involves a minimum commitment of the equivalent of six months of full-time work. This program is only for undergraduate students and typically is completed during late sophomore or junior year. After the students secure approvals, prior to the beginning of the work portion of the program, solid learning objectives are created in a way that the mentor/supervisor integrates tasks with technical learning. Contracts are developed between the student, school, and employer, with guidelines that work assigned is to be both relevant and of such scope to provide challenging professional growth. Final evaluation is received from the employer and the student's academic department assigns a letter grade for 3 hours of credit, following submittal of an appropriate technical paper.

During the 2015-2016 academic year, three students participated in co-ops, gaining valuable hands-on experience and clarifying career path plans. Companies involved were Olin in Texas, Toyota in Michigan, and Walt Disney World in Florida. During this same timeframe, 30 companies posted a total of 73 co-op positions in DiggerNet (compared to 28, 46 respectively in 2014-15).

Students are encouraged to seek out job shadow opportunities to help clarify choice of major, choice of industry, or even choice of job position. These unpaid short-term experiences during the breaks in the academic schedule are an excellent way for students to promote their professional development plans, and a great way for organizations to begin to build a pipeline of interested, dedicated future employees while increasing their name recognition on the Mines campus.

2016 Summer Internship Salaries

Each year, the Career Center collects data on summer internships. Information is provided by the students on a voluntary basis. The information given on Table 6 on the following page is intended for reference only and does not imply that this is the total number of internships and/or the only salaries experienced by Mines students of each major during the Summer of 2016. Typically, the lower salaries are noted by freshmen.

Technical Experience—Internships, Co-Ops & Research

Table 6: Summer 2016 Reported Internships and Compensation by Major

Mines Summer 2016 Undergraduate Internships Average Hourly Salary			
Student Major	Low	High	Average
Chemical Engineering / Biochemical Engineering	\$10.00	\$38.00	\$18.20
Chemistry	\$11.00	\$25.00	\$16.58
Civil Engineering	\$10.00	\$27.00	\$16.44
Computer Science	\$10.00	\$29.75	\$19.20
Economics & Business	\$15.00	\$28.00	\$18.72
Electrical Engineering	\$10.00	\$32.00	\$18.78
Environmental Engineering	\$12.50	\$32.00	\$19.82
Geology & Geological Engineering	\$10.00	\$40.00	\$17.94
Geophysics & Geophysical Engineering	\$10.00	\$23.75	\$15.35
Mathematics & Statistics	\$10.00	\$25.20	\$16.06
Mechanical Engineering	\$10.00	\$48.75	\$18.29
Metallurgical & Materials Engineering	\$10.50	\$25.20	\$18.23
Mining Engineering	\$15.50	\$26.00	\$20.11
Petroleum Engineering	\$10.00	\$51.14	\$26.18
Physics (Engineering)	\$10.00	\$25.00	\$17.33

Mines Summer 2016 Graduate Level Internships Average Hourly Salary			
Student Major	Low	High	Average
Chemical Engineering*	\$10.00	\$60.00	\$39.73
Chemistry	N/A	N/A	N/A
Civil Engineering	\$11.00	\$20.00	\$16.40
Computer Science	\$12.50	\$40.00	\$24.71
Econ: Engineering Technology Management*	\$13.00	\$40.00	\$37.62
Econ: Mineral Energy Economics	\$10.00	\$48.08	\$24.39
Electrical Engineering*	\$12.00	\$32.50	\$22.88
Engineering Systems	N/A	N/A	N/A
Environmental Science & Engineering*	\$16.00	\$53.00	\$31.33
Geology & Geological Engineering	\$10.15	\$51.00	\$31.69
Geophysics & Geophysical Engineering	\$21.00	\$50.00	\$34.20
Hydrology	\$14.88	\$18.00	\$15.96
International Political Economy of Resources	N/A	N/A	N/A
Materials Science*	\$10.00	\$36.00	\$19.00
Mathematics	\$20.88	\$100.00	\$43.10
Mechanical Engineering	\$11.00	\$45.00	\$18.44
Metallurgical & Materials Engineering	\$12.50	\$30.00	\$24.58
Mining & Earth Systems Engineering*	\$17.00	\$55.00	\$25.37
Petroleum Engineering	\$17.00	\$50.00	\$30.50
Physics (Applied)*	\$13.00	\$29.25	\$21.44

Note: *Average calculated from two years combined due to limited 2016 reports

Note: N/A Indicates insufficient data was reported.



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COLORADO SCHOOL OF MINES

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Two-Year Update Report on Recent Graduates

Update Report on Recent Graduates

This 2016 Career Center follow-up details the progress of Mines recent graduates. Progress toward a graduate's first destination is followed and facilitated for two years after graduation. These 2013 —2014 graduates have been recently surveyed and now show outcome rates of **98% BS**, **99% MS** and **100% PhD**. This compares to the original outcomes following graduation reported in the 2014 Annual Report of 91% BS, 99% MS, and 97% PhD.

This updating of the graduates who were seeking positions or graduate schools at the close of data collection is intended to indicate a timeline for graduates to achieve that first step after leaving Mines. For those who do not report specifics of their career path prior to graduation, every effort is made to remain in contact to provide assistance for their job search endeavors. Programming is in place for both one-on-one and group workshops targeting the specific majors and career paths sought.

The overall definition of “outcomes” includes all the categories of Mines graduates who are no longer seeking Career Center assistance:

- Graduates who have accepted positions in areas of industry, government, or military;
- Those who have chosen continued education as the next step;
- International students who are presumed to have returned to their home countries;
- Other graduates who notify the Career Center they are “not looking” for their own reasons.

Active job-seekers are classified as among the positive outcomes when they inform the Career Center that they are no longer seeking a position. Career Center staff attempts to communicate and maintain connection with unemployed graduates through phone, email, and social media such as LinkedIn, encouraging 1:1 meetings or discussions remotely. If the multiple efforts to reach a graduate are not successful, it is presumed that the person is not actually in an active job search or they would be responding to our offers for assistance. The Career Center staff is available for these recent graduates for up to two years while they are in an active job search. If an employed graduate's situation changes during this interval, contacting the Career Center will reactivate the assistance process.

The following report includes a detailed breakdown of the outcomes status by degree and major for Mines graduates of 2013-2014.

Two-Year Update December 2013 - August 2014 BS Graduates
(Graduates Reported in the 2014 Annual Report)

COLLEGE AND PROGRAM	# of BS Graduates	# of Double Majors	Industry	Government	Military	Grad. School	Intl. Returning to Country	Not Looking	Seeking	Contacted Students	Unable to Contact	% Outcomes Contacted Students
College of Applied Science												
Chemical Engineering	58	1	41	1	1	10	1	2	2	58	0	97%
Chemical & Biochemical Eng.	52	0	41	1	0	8	1	1	0	52	0	100%
Chemistry (all specialties)	28	0	10	3	1	14	0	0	0	28	0	100%
Engineering Physics	62	1	18	0	1	40	0	2	1	62	0	98%
Metallurgical & Materials Eng.	36	0	24	0	0	11	1	0	0	36	0	100%
College of Engineering & Computational Sciences												
Applied Mathematics & Statistics	20	2	8	0	1	9	0	0	2	20	0	90%
Civil Engineering	58	2	32	5	4	15	0	2	0	58	0	100%
Environmental Engineering	31	1	22	1	0	8	0	0	0	31	0	100%
Computer Science	57	4	44	1	0	9	0	2	1	57	1	98%
Electrical Engineering	41	5	30	1	1	7	0	1	1	41	0	98%
Mechanical Engineering	223	8	160	5	5	37	3	9	4	223	3	99%
College of Earth Resources & Science												
Economics	7	2	5	1	0	0	0	1	0	7	0	100%
Geology & Geological Eng.	39	0	25	1	0	9	0	4	0	39	0	100%
Geophysics & Geophysical Eng.	29	0	13	3	0	9	4	0	0	29	0	100%
Mining Engineering	24	1	20	0	0	4	0	0	0	24	0	100%
Petroleum Engineering	126	0	99	1	0	8	15	0	3	126	0	98%
<i>Subtotal (with 13 double majors)</i>	<i>891</i>	<i>26</i>	<i>592</i>	<i>23</i>	<i>14</i>	<i>198</i>	<i>25</i>	<i>23</i>	<i>14</i>			
TOTAL	878	13	579	23	14	198	25	23	14	874	4	98%

Note: Sub-totals are sum of the degrees earned. Totals are the actual number of individuals graduating in each category.

CLASS	% ANNUAL REPORT	TWO YEAR UPDATE
2012 - 2013	90%	98%
2011 - 2012	90%	98%
2010 - 2011	90%	95%
2009 - 2010	85%	98%
2008 - 2009	86%	98%
2007 - 2008	94%	98%
2006 - 2007	95%	99%
2005 - 2006	90%	99%
2004 - 2005	73%	96%
2003 - 2004	68%	86%

Two-Year Update December 2013 - August 2014 MS Graduates (Graduates Reported in the 2014 Annual Report)

COLLEGE AND PROGRAM	# of MS Graduates	Industry	Government	Military	Grad. School	Intl. Re turn- ing	Not Looking	Seeking	Contacted Students	Unable to Contact	% Out- comes Con- tacted Stu- dents
College of Applied Science											
Applied Chemistry	5	1	1	1	2	0	0	0	5	0	100%
Physics - Applied	6	0	3	0	3	0	0	0	6	0	100%
Chemical Engineering	12	5	1	0	5	1	0	0	12	0	100%
Metallurgy & Materials Engineering	20	14	0	0	3	3	0	0	20	0	100%
College of Engineering and Computational Sciences											
Applied Math & Statistics	12	4	2	0	5	0	1	0	12	0	100%
Civil & Environmental Engineering	10	7	2	1	0	0	1	0	10	0	100%
Civil Engineering	6	5	0	0	0	1	0	0	6	0	100%
Environmental Engineering	19	13	1	0	3	0	2	0	19	0	100%
Environmental Science	8	7	0	0	1	0	0	0	8	0	100%
Computer Science	16	13	0	0	3	0	0	0	16	0	100%
Electrical Engineering	8	5	0	1	0	2	0	0	8	0	100%
Engineering - Systems	4	2	1	0	1	0	0	0	4	0	100%
Engineering - Mechanical	25	20	0	0	5	0	0	0	25	0	100%
College of Earth Resources & Science											
Econ - ETM	36	28	3	2	0	2	0	1	35	1	97%
Econ - Mineral & Energy Economics	31	18	2	1	8	3	0	0	31	0	100%
Geology & Geological Eng.	39	29	1	0	1	5	2	1	38	1	97%
Geophysics & Geophysical Eng.	22	14	1	0	3	4	0	0	22	0	100%
Int'l Political Economy of Resources	7	4	0	0	1	0	1	1	7	0	86%
Mining & Earth Systems	6	3	0	0	0	3	0	0	6	0	100%
Petroleum Engineering	37	16	0	0	6	15	0	0	37	0	100%
Interdisciplinary Graduate Level Degree Programs											
Geochemistry	2	2	0	0	0	0	0	0	2	0	100%
Hydrology	17	9	5	0	2	0	1	0	17	0	100%
Materials Science	3	2	0	0	1	3	0	0	3	0	100%
Nuclear Engineering	10	3	1	1	3	1	1	0	10	0	100%
<i>Subtotal (with 1 double major)</i>	361	224	24	7	56	43	9	3	359		
TOTAL	360	223	24	7	56	43	9	3	359	2	99%

CLASS	% ANNUAL REPORT	TWO YEAR UP-
2012-2013	95%	100%
2011-2012	95%	99%
2010-2011	94%	99%
2009-2010	88%	99%
2008-2009	96%	98%
2007-2008	95%	99%
2006-2007	96%	100%
2005-2006	89%	99%
2004-2005	87%	98%
2003-2004	81%	99%

Two-Year Update December 2013 - August 2014 PhD Graduates
(Graduates Reported in the 2014 Annual Report)

COLLEGE AND PROGRAM	# of PhD. Graduates	Industry	Government	Military	Grad. School	Intl. Returning	Not Looking	Seeking	Contacted Students	Unable to Contact	Students
College of Applied Science											
Applied Chemistry	8	4	4	0	0	0	0	0	8	0	100%
Physics - Applied	3	0	3	0	0	0	0	0	3	0	100%
Chemical Engineering	8	3	3	0	1	1	0	0	8	0	100%
Metallurgy & Materials Engineering	5	4	0	0	0	0	1	0	5	0	100%
College of Engineering and Computational Sciences											
Applied Math & Statistics	1	1	0	0	0	0	0	0	1	0	100%
Civil & Environmental Engineering	2	0	1	0	0	0	1	0	2	0	100%
Civil Engineering	5	0	1	0	0	4	0	0	5	0	100%
Environmental Science	1	0	1	0	0	0	0	0	1	0	100%
Computer Science	1	0	1	0	0	0	0	0	1	0	100%
Electrical Engineering	3	1	1	0	0	1	0	0	3	0	100%
Engineering - Systems	3	2	1	0	0	0	0	0	3	0	100%
Mechanical Engineering	2	0	2	0	0	0	0	0	2	0	100%
College of Earth Resource Science and Engineering											
Econ - Mineral & Energy Economics	0	0	0	0	0	0	0	0	0	0	N/A
Geology & Geological Eng.	10	7	1	0	0	2	0	0	10	0	100%
Geophysics & Geophysical Eng.	14	10	1	0	0	3	0	0	14	0	100%
Mining & Earth Systems	2	1	0	0	0	1	0	0	2	0	100%
Petroleum Engineering	5	5	0	0	0	0	0	0	5	0	100%
Interdisciplinary Graduate Level Degree Programs											
Geochemistry	2	1	1	0	0	0	0	0	2	0	100%
Hydrologic Science & Eng.	2	1	1	0	0	0	0	0	2	0	100%
Materials Science	13	6	3	0	0	4	0	0	13	0	100%
Nuclear Engineering	2	2	0	0	0	0	0	0	2	0	100%
TOTAL	96	50	26	0	1	17	2	0	96	0	100%

CLASS	% ANNUAL REPORT	TWO YEAR UPDATE
2012-2013	98%	100%
2011-2012	94%	100%
2010-2011	98%	100%
2009-2010	100%	100%
2008-2009	96%	100%
2007-2008	97%	100%
2006-2007	98%	98%
2005-2006	97%	100%

Mines Recruiter List - August 2015 through July 2016

Organizations Recruiting by Online (DiggerNet) and/or On-Campus Participation
(**BOLD and CAPs = On-Campus Career Day and/or Interviews/Information Sessions**)

3M

8tree

A.G. Wassenaar, Inc.

Aaron Enterprises, Inc.

ABB

Advanced Micro Devices

Advanced Technologies Industrial Insulation

AE2S (Advanced Eng. & Specialized Svcs.)

AECOM Technical Services

AEM Consulting

AERA ENERGY

AIG (American International Group)

Air Squared

AK Steel

AKM Engineering Consultants, Inc.

ALARM.COM

Alcatel-Lucent

Alcoa Fastening Systems & Rings

Aleris

Alfred Benesch & Co

Allegion

Altech

Amazon

AMERICAN BUREAU OF SHIPPING (ABS)

AMERICAN CAST IRON PIPE COMPANY

American Enterprise Institute

American Fiber Cement Corporation

American Museum of Natural History

MAT Program

American Recreation Products

(American Rec)

American Shizuki Corporation

AmeriCorps NCCC

ANADARKO PETROLEUM CORP.

Analytic Partners

ANHEUSER-BUSCH

ANSWER ENGINEERING

Ansys, Inc

Antero Resources

ANVIL CORPORATION

APACHE CORPORATION

APOGEE ENGINEERING, LLC

APPLE

APPLIED CONTROL EQUIPMENT

Applied Power Industrial Sales

AQUA-AEROBIC SYSTEMS

**ARC GROUP WORLDWIDE-AFT/
ATC/THIXOFORMING**

ARCADIS

ARCELORMITTAL

ARCH COAL

ARCHER WESTERN CONSTRUCTION (THE WALSH GROUP)

Arizona Department of Water Resources

ARMSTRONG CONSULTANTS

ARUP

ASARCO

Ascent Solar Technologies, Inc.

ASM America

ASPEN ENERGY PARTNERS

ASSURED FLOW SOLUTIONS, LLC

ASTRAZENECA

Atara Biotherapeutics

**ATI SPECIALTY ALLOYS &
COMPONENTS**

Atlas Copco CMT USA

ATMEL Corporation

ATWELL

AUDUBON ENGINEERING

Autodesk, Inc.

Autoliv ASP

AVAYA

Ayuda Companies

Baby Genes

Baldor Electric Company

Balfour Beatty Infrastructure

BALFOUR BEATTY RAIL**BALL AEROSPACE & TECHNOLOGIES CORP****BARNARD CONSTRUCTION****BASELINE ENGINEERING CORP**

Basin Intel

Battelle Memorial Institute

BBC Research and Consulting

BCS, Incorporated

BD DIAGNOSTICS

Bechtel Marine Propulsion Corporation

BELONG DESIGNS**BEND RESEARCH****BENTELER**

BGC Engineering

BHP BILLITON**BHP BILLITON NEW MEXICO COAL****BHP BILLITON PETROLEUM**

Big R Bridge

Billtrust

BIMBO BAKERIES USA**BIMSHIFT**

BiOptix

Bishop-Brogden Associates, Inc.

BIT SYSTEMS**BLACK & VEATCH****BLACK HILLS CORPORATION**

Blueprint Schools Network

BlueStamp Engineering

BMT WBM

Boecore, Inc.

BOETTCHER TEACHER RESIDENCY**BONNEVILLE POWER ADMIN.****BOULDER INNOVATION GROUP****BP LOWER 48****BP OIL & GAS****BRANNAN SAND & GRAVEL COMPANY**

Braun Intertec

BRIDGESTONE TIRE**BRINKMANN CONSTRUCTORS**

Brown and Caldwell

BRS ENGINEERING**BTU ANALYTICS, LLC****BUILD GROUP****BURNS & MCDONNELL**

C12 Energy

Cadmus

Calibre Engineering Inc.

CALIFORNIA STEEL INDUSTRIES, INC.

Calpine Corporation

CALPORTLAND

Campos EPC

CaptiveAire, Inc.

Carbon Lighthouse

Cardno Government Services

Carrier App Traffic

Cascade Earth Sciences

Cascade Technical Services

Cator Ruma and Associates Co

Causey Demgen & Moore Inc.

CB&I**CDE GLOBAL LTD**

CDM Smith

CEMENTATION USA INC.**CENTENNIAL RESOURCE DEVELOPMENT**

Center for Bright Kids

Center for Climate and Energy Solutions

Center on Budget and Policy Priorities

Centerline Solutions

CENTRAL INTELLIGENCE AGENCY (CIA)

Central Operating Inc.

Certol International, LLC

CEXEC Inc.

CH2M

Chaffee County Habitat for Humanity

Charles Schwab & Co., Inc.

ChemTreat, Inc.

CHESAPEAKE ENERGY**CHEVRON CORPORATION****CHEVRON ENERGY TECHNOLOGY COMPANY**

CHEVRON PHILLIPS CHEMICAL

China Study Center for International
Educational Exchange (CSCIEE)

CHS

Cigna

CIMAREX ENERGY

Cintron Medical

Citadel

CITY AND COUNTY OF DENVER

City of Arvada

City of Colorado Springs

City of Fort Collins

City of Lakewood

City of Louisville

City of Thornton

CiviCore, LLC

Clean Harbors

CML SECURITY

Coal Creek Canyon Watershed Partnership

COBHAM SEMICONDUCTOR SOLUTIONS**COEUR MINING****COLLEGEDRIVE TEST PREP AND TUTORING****CO ASSN OF MECHANICAL & PLUMBING
CONTRACTORS**

Colorado Bioscience Association

Colorado Department of Public Health and
Environment

Colorado Department of Revenue

**COLORADO DEPARTMENT OF
TRANSPORTATION**

Colorado Energy Office

Colorado Governor's Office of Information
Technology

Colorado Legislative Council

Colorado Oil & Gas Conservation Commission

**COLORADO SCHOOL OF MINES GRADUATE
SCHOOL**

Colorado State University

Colorado Youth Corps Association

COMCAST

Compassion International

Compensation & Benefit Solutions

CONCRETE FRAME ASSOCIATES**CONOCOPHILLIPS****CONSOLIDATED PRECISION PRODUCTS**

ConSova Corporation

Constellium

ConverDyn

COORSTEK

CoreSite

Corpus Christi Army Depot

COSMIC AES**CREDERA****CRESCENT POINT ENERGY**

Crimson Engineering Associates, Inc.

CRIPPLE CREEK & VICTOR GOLD MINING CO

CVR Energy

CYPRESS SEMICONDUCTOR CORPORATION**DAILY THERMETRICS**

Dairy Engineering Company

Dakota Gasification Company

DAL-TILE

Dana Holding Corporation

Davey Bickford

DCP MIDSTREAM

DEKA Research and Development

DELEK US HOLDINGS

Denver District FDA

Denver Math Fellows—DPS

DENVER TEACHER RESIDENCY – DPS**DENVER WATER**

Denver Zoo

Department of Homeland Security (APCP)

DEVON ENERGY**DIGABIT, INC**

Digital Media Academy

DIGITALGLOBE**DISCOVERY NATURAL RESOURCES LLC**

DISH Network

Dispatch

Dizzion

DMC, INC.

Domainite.com

DORANIX

Douglas County

Dow Chemical Company

DOWL

DRAGADOS USA

DRILLINGINFO

Drill Tech Drilling & Shoring Inc.

DSST Public Schools

DuPont

DW-National Standard

E2 POWER ENGINEERING

**EAGLE RIVER WATER AND SANITATION
DISTRICT**

ECOCION

EDGE ENERGY

ELECTRICAL CONSULTANTS, INC.

ELLWOOD GROUP, INC.

ENCANA CORPORATION

ENERGY & RESOURCE CONSULTING GROUP

ENERGY CORPORATION OF AMERICA

EOG RESOURCES

EP ENERGY

EPIC

EPIC SYSTEMS

EQT CORPORATION

EVRAZ

EXXONMOBIL

Farnsworth Group Inc.

FAST ENTERPRISES

FCI CONSTRUCTORS

FEDERAL BUREAU OF INVESTIGATION (FBI)

FEDERAL ENERGY REGULATORY COMMISSION

Federal Highway Administration - Central

Federal Lands Highway Division

FERROVIAL AGROMAN US CORP.

FJA-US

FLATIRON CONSTRUCTION

Flexco

FLSmidth Krebs

Ford Audio Video

FOUR WINDS INTERACTIVE

FOURPOINT ENERGY

Foundation Engineering, Inc.

FRACTUREID

FREEMPORT MCMORAN

FRITOLAY

Frontiers of Science Institute (FSI)

Furman University

Galaxy i Technologies

GALLOWAY & COMPANY, INC.

Gaming Laboratories International

GCC OF AMERICA

GE OIL & GAS

GENERAL MOTORS

General Services Administration

Genscape

GeoDesign, Inc.

GeoEngineers, Inc.

GERDAU

GLOBAL TECHNOLOGY RESOURCES

GOGO BUSINESS AVIATION

GOODYEAR TIRE & RUBBER

GOOGLE

GPT Industries

GRACON LLC

GRI

GST Power Service Group, Inc.

Gulfstream Aerospace

HALKER CONSULTING

HALLIBURTON

Hastings Utilities

HAYWARD BAKER

HCDA Engineering, Inc.

HDR Engineering

Head Rush Technologies

Healthcare Excellence Institute

HECLA MINING

Heico Wire Group

HENSEL PHELPS

HESS CORPORATION

HEWLETT-PACKARD (HP)

HILCORP

Hilti North America

HITACHI CONSULTING

HITACHI HIGH TECHNOLOGIES

HJ Foundation

HOLLAND & HART

HOLLYFRONTIER CORP

HOMEADVISOR

Honeywell

HUBBELL POWER SYSTEMS

HYBO PETROLEUM INC

hydroGEOPHYSICS, Inc.

IBM WATSON

iCAST (Intern'l Ctr. for Appropriate and Sustainable Tech.)

iD TECH

Idaho Department of Lands

IHS GLOBAL INC**IDAHO NATIONAL LABORATORY****IMERYS**

IMI plc

IMI Precision Engineering

Infosys

INGERSOLL RAND/TRANE**INNOVATIVE SIGNAL ANALYSIS****INPWR, INC.**

Institute for Telecommunications Sciences

INTELISECURE

IntelliProp Inc.

Intentional Software

Interlake Mecalux

Internal Revenue Service (IRS)

International Paper

INTERSTATE HIGHWAY CONSTRUCTION**JACOBS**

Janus Capital Group

Jefferson County Government

JEPPESEN**JOY GLOBAL INC.****JR BUTLER, INC.**

JR Engineering

JUNCTION SOLUTIONS, INC.

juwi solar

KAHUNA VENTURES**KANSAS DEPT. OF TRANSPORTATION****KARCHER NORTH AMERICA**

KC Resources

KEANE GROUP**KENNEDY/JENKS CONSULTANTS**

Keysight Technologies

KGHM – ROBINSON NEVADA MINING CO**KIEWIT****KINETIC INDUSTRY**

Kineticorp, LLC

KINROSS GOLD MINING**KLEINFELDER**

Knife River Corporation – NW

Knott Laboratory, LLC

KNS COMMUNICATIONS

KPMG LLC

KRAEMER NORTH AMERICA**KRJA MAPTEK****L. G. EVERIST INC.**

La Plata Electric Association

Lamp Ryneerson

Leggett & Platt, Inc.

LEHIGH HANSON**LEIDOS**

LEITNER-POMA of AMERICA, INC. (LPOA)

LEVEL 3 COMMUNICATIONS**LEXMARK INTERNATIONAL****LGS INNOVATIONS****LHOIST NORTH AMERICA**

Light Foundry, LLC

LOCKHEED MARTIN

Lone Star College - North Harris

Loris and Associates, Inc.

LOS ALAMOS NATIONAL LABORATORY**LSI - LOGICAL SYSTEMS, LLC**

LT Environmental, Inc.

LTS Drafting & Engineering

Ma Labs, Inc

Mainstream Engineering

MANHARD CONSULTING

Mansfield Energy

MANSON CONSTRUCTION CO.

Maptek

Marble

Market Force Information

MARTIN MARIETTA MATERIALS**MARTIN/MARTIN, INC.**

MCCROMETER, INC.**MCGRAW HILL FINANCIAL****MCKINSEY & COMPANY****MDA INFORMATION SYSTEMS LLC****MEDKEEPER****MEDTRONIC**

Mentor Graphics

MEP ENGINEERING, INC.**MERITAGE MIDSTREAM****MERRICK & COMPANY**

Merritt Equipment Co.

Metaformers, Inc.

Metro Machine, Inc.

Miami University

Michels Corporation

Mile High Youth Corps

Milender White Construction Company

MillerCoors

MISSILE DEFENSE AGENCY**MITEK USA, INC.****MORROW ENGINEERING**

Mu Sigma Inc.

MULLER ENGINEERING COMPANY, INC.

MWH Global, Inc.

Nagamine Okawa Engineers, Inc. (NOEI)

NALCO**NASDAQ OMX****NATIONAL INSTITUTES OF STANDARDS AND
TECHNOLOGY (NIST)****NATIONAL INSTRUMENTS****NATIONAL RENEWABLE ENERGY LABORATORY
(NREL)****NATURAL SODA**

NBC Universal

NCAR/UCAR**NEBRASKA PUBLIC POWER DISTRICT****NEON**

Nestle Purina PetCare

New Century Software

New Sky Energy

Newcore Technology Group, LLC

NEWFIELD EXPLORATION**NEWMONT INTERNATIONAL SERVICES****NEWMONT MINING**

Nexant, Inc.

NEXT DAY ASSEMBLY**NIAGARA BOTTLING, LLC****NICHOLSON CONSTRUCTION COMPANY**

Ninyo & Moore Geotechnical and

Environmental Sciences Consultants

NIOSH

NOBLE ENERGY**NORTHWESTERN MUTUAL – WEST DENVER****NOVELIS****NUCOR STEEL**

Numerica Corporation

NW Natural Gas Storage

Oak Ridge Institute for Science and Education
(ORISE)

Oak Ridge National Laboratory

OASIS PETROLEUM

OBEC Consulting Engineers

Office of Mine Safety and Health

Oldcastle Precast

OLIN CORPORATION**OLSSON ASSOCIATES****OMBUD**

One Touch Intelligence

OPPENHEIMER FUNDS**OPTIV**

OptTek Systems, Inc.

ORAU**ORBITAL ATK FLIGHT SYSTEMS GROUP****OSISOFT**

Pacific Office Automation

Palo Verde Nuclear Generating Station

Pape-Dawson Engineers, Inc.

Parsons

PCC STRUCTURALS**PCS FERGUSON****PDC ENERGY****PEAK RELIABILITY****PEARL HARBOR NAVAL SHIPYARD**

Perficient
Petrie Partners
PHASE CHANGE SOFTWARE LLC
Phillips and Jordan, Inc.
PHILLIPS 66
PIE CONSULTING AND ENGINEERING
Pinyon Environmental Engineering
Pivot Industries Limited
PIVOTAL SOFTWARE
Planisware USA, Inc.
PLATTS/MCGRAW HILL FINANCIAL
(S&P GLOBAL)
Plexim
Port of Oakland
POSSIBLE MOBILE
POWER ENGINEERS, INC.
Pratt & Whitney
Praxair
Prince Minerals
PROCTER & GAMBLE (P&G)
PROFESSIONAL SERVICE INDUSTRIES, INC.
(PSI)
Progress Rail Services, A Caterpillar Company
PROGRESSIVE INSURANCE – IT
Promatrix Corp
PUGET SOUND NAVAL SHIPYARD
QEP RESOURCES
Quantlab Financial, LLC
Quantum Water Consulting
Questar Corporation
Radix Metasystems
Ramboll Environ
RANDALL LAMB ASSOCIATES, INC.
RANGE RESOURCES CORPORATION
RARE PETRO ENGINEERING, PLLC
RAYMOND JAMES
RAYTHEON
READYTALK
RENEWABLE ENERGY SYSTEMS AMERICAS INC.
Reno James Engineering
Resolute Natural Resources
RESPEC
RETURN PATH
Reynolds & Reynolds

Reynolds and Associates
RICOH
Right Response, LLC
RIGHT STUFF EQUIPMENT
RINCON RESEARCH CORP
RIO TINTO MINERALS
RJ Pagan & Associates Inc.
RJH CONSULTANTS, INC.
RMD KWIKFORM
RMS (Risk Management Solutions)
ROBOTS 4 U
Rocket Software
ROCKPILE ENERGY SERVICES
Rocky Mountain Nature Association
Rocky Mountain Scientific Laboratory
RS&H, Inc.
RSAE LABS
RSM US LLP
Sabreliner Aviation, LLC
SAExploration
SAK CONSTRUCTION
SALESFORCE
SAMSUNG AUSTIN SEMICONDUCTOR
Sandia National Laboratories
SANDOZ
SAP Hybris
SCHLUMBERGER
SEAGATE
SEAKR ENGINEERING
SEH, INC.
SEMPRA US GAS & POWER
SGM
SHELL
SHIMMICK CONSTRUCTION CO., INC.
Sierra Detention Systems
Sierra Nevada AmeriCorps Partnership
SIERRA NEVADA CORP.
Signpost
SIKICH, LLP
Simpson Gumpertz & Heger Inc
SINCLAIR OIL COMPANY
SKANSKA
SM ENERGY

SOLAR TURBINES

SolarWorld

SOLIDFIRE, INC.**SOLVAY CHEMICALS**

Southwest Generation

SOUTHWESTERN ENERGY

sovrn Holdings

Space and Naval Warfare Systems Center
Pacific (SSC PAC)Space Environment Satellite Services,
University of Colorado CIR**SPACE X**

SPAWAR Systems Center Pacific

Special Metals Corporation

SPECIALTY GRANULES

Specialty Products Company

SPECTRA LOGIC**SPECTRANETICS****SPECTRASEIS**

Spinfusion

SPOTXCHANGE**SPRINGS FABRICATION, INC.**

SRI International

SSP INNOVATIONS, LLC**STANLEY CONSULTANTS, INC.**

State of California

State of Wyoming

STATOIL**STEEL DYNAMICS, INC.**

Stifel Nicolaus

STILLWATER MINING**STOLLE MACHINERY COMPANY****STRIVE PREPARATORY SCHOOLS****STRUCTURAL GROUP**

Structural Integrity Associates, Inc.

STV**SUMMIT MATERIALS**

Summit Midstream

SUNDYNE

Swift River Environmental Services, LLC

Synchroness

Synkera Technologies Inc.

System76, Inc.

TAKRAF USA, INC.**TALLGRASS ENERGY PARTNERS**

Tata Chemicals Soda Ash Partners

TCB International

TEACH FOR AMERICA

Teach Kentucky

TEC Integration

TELOGIS**TENARIS****TENDRIL**

Tennessee Marble Company

TERA TECH

Terracon Consultants

Terumo BCT

Tetra Tech Construction CSI Group

Tetra Tech, Inc.

TEXAS INSTRUMENTS

The AWR Group of National Instruments

THE DIMENSION GROUP

The MITRE Corporation

THE REGIS COMPANY

The Vertex Companies

TIMKEN STEEL**TINKER AIR FORCE BASE****CIVILIAN EMPLOYMENT**

Tinker Air Force Base Engineering

TOMRA SORTING SOLUTIONS

Tonto National Forest

Torus Americas, Inc.

Total Quality Systems Inc.

TOWER ENGINEERING PROFESSIONALS

Trans Pacific Oil

TransFirst

TRANSPORTATION TECHNOLOGY CENTER, INC.**TRAYLOR BROS., INC.****TRELLEBORG SEALING SOLUTIONS**

Trenegy Incorporated

Trihydro Corporation

TRIMBLE NAVIGATION**TRINITY RIVER ENERGY****TRI-STATE GENERATION & TRANSMISSION
ASSOC.****TRONOX ALKALI**

TruStile Doors

TST, Inc. of Denver
TUDOR, PICKERING, HOLT & CO.
TURNER CONSTRUCTION
Tyco
TYLER TECHNOLOGIES
U.S. ARMY – ENGINEER RESEARCH AND DEVELOPMENT CENTER
U.S. ARMY AVIATION AND MISSILE RESEARCH, DEVELOPMENT
U.S. ARMY CORPS OF ENGINEERS, OMAHA DISTRICT
U.S. ARMY MEDICAL RECRUITING
U.S. BUREAU OF LAND MGMT (BLM)
U.S. Bureau of Land Management (BLM) - National Operations Center
U.S. BUREAU OF OCEAN ENERGY MANAGEMENT
U.S. BUREAU OF SAFETY & ENVIRONMENTAL ENFORCEMENT
U.S. Dept. of Agriculture
U.S. DEPT. OF ENERGY DIVISION OF ENERGY AND MINERAL DEVELOPMENT
U.S. DEPT. OF ENERGY OFFICE OF ENERGY EFFICIENCY & RENEWABLE ENERGY (EERE)
U.S. DEPT. OF THE INTERIOR - BUREAU OF RECLAMATION
U.S. DEPT. OF THE INTERIOR - BUREAU OF RECLAMATION-GREAT PLAINS REGION
U.S. Dept. of the Interior- Bureau of Safety and Environmental Enforcement (BSEE)
U.S. DEPT. OF THE INTERIOR, OFFICE OF SURFACE MINING RECLAMATION & ENFORCEMENT
U.S. DEPT. OF STATE
U.S. Environmental Protection Agency (EPA)
U.S. GEOLOGICAL SURVEY (U.S.G.S)
U.S. Geological Survey, California Water Science Center
U.S. Geological Survey, National Geospatial Technical Operations Center
U.S. Geological Survey/National Ice Core Laboratory
U.S. International Trade Commission
U.S. MARINE CORPS OFFICER SELECTION

U.S. NAVY
U.S. PEACE CORPS
ULTEIG ENGINEERING, INC.
Unicircuit, Inc.
UNION PACIFIC
UNIVERSAL INDUSTRIES
Universal Stainless & Alloy Products
UNIVERSITY CORPORATION OF ATMOSPHERIC RESEARCH (UCAR)
University of Alabama College of Human Environmental Science
University of Colorado Denver
UNIVERSITY OF COLORADO LAW SCHOOL
University of New Mexico
UNIVERSITY OF OREGON
University of South Dakota
USDA Forest Service
Vali Cooper International (VCI)
Van Eck Global
VANDERBILT UNIVERSITY, SCHOOL OF ENGINEERING
VELENTIUM
VERIZON
VERMEER CORPORATION
VIASAT INC.
VICTAULIC
VINE LABORATORIES
VSL
Vulcan Materials Company
W. W. WHEELER AND ASSOCIATES, INC.
Wagstaff, Inc.
WanHua Chemical Group CO., LTD
WARD PETROLEUM
WASHINGTON RIVER PROTECTION SOLUTIONS
Washington State Department of Ecology
Wasson-ECE Instrumentation
WASTE TO ENERGY PARTNERS
WaveLynx Technologies
Weatherford International
Webber Construction
WELKIN SCIENCES
Wells Fargo Bank, N.A.

WEST PHARMACEUTICALS**WESTERN AREA POWER ADMINISTRATION**

Western Industrial Contractors, Inc.

WesTest

WESTMORELAND COAL**WHITING PETROLEUM CORPORATION**

Wiland, Inc.

WISS, JANNEY, ELSTNER ASSOCIATES, INC.**WOLF ROBOTICS****WOODRIDGE SOFTWARE****WOODWARD**

Workday

WORKIVA**WPX ENERGY****WSP/PARSONS BRINCKERHOFF****WUNDERLICH-MALEC****XCEL ENERGY**

Xilinx

XTO ENERGY

Yardi Systems

Yes Energy

ZACHRY CONSTRUCTION CORPORATION**ZACHRY ENGINEERING CORPORATION****ZAP ENGINEERING****ZAYO GROUP****ZIMMER BIOMET**

Zimmerman Metals

ZION ENGINEERING

ZYP Coatings, Inc.

Appendix B

2015—2016 Career Center Annual Report