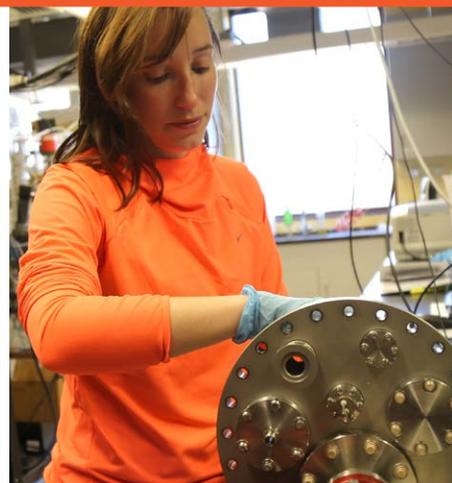


# CAREER CENTER **ANNUAL REPORT** 2018-2019



**COLORADO SCHOOL OF MINES**  
EARTH • ENERGY • ENVIRONMENT

**6<sup>th</sup>** Best Return on Investment<sup>1</sup>

**75%**  
Students used Mines Career Center services

**95%**  
Positive Outcomes Rate<sup>2,3</sup>

**1,320**  
Organizations Recruited or Hired at Mines

MINES STUDENTS WORK HARDER THAN MOST. THE CAREER CENTER ENSURES THAT STUDENTS GET THE MOST OUT OF THEIR DEGREE—BOTH DURING SCHOOL AND AFTER GRADUATION. FROM CAREER DAYS TO CO-OPS, WE EQUIP STUDENTS WITH THE TOOLS TO SUCCEED AND KEEP WORKING HARD AFTER THEY GRADUATE FROM MINES.

**\$73k**  
Average Starting Salary<sup>3</sup>

<sup>1</sup> Among public schools in the U.S.  
[www.payscale.com/college-roi/school-type/public](http://www.payscale.com/college-roi/school-type/public)

<sup>2</sup> Employed in industry, government, military, continuing education, or international students returning to their home countries.

<sup>3</sup> Combined BS, MS, and PhD grads

# 3

YEARS

Interning with  
Northrup Grumman,  
Boulder, CO

“MY DREAM IS TO GIVE BACK TO MY COMMUNITY...I WANT TO GROW THE TECHNICAL SKILLSET WITHIN MY COMMUNITY IN THE US OR CONTRIBUTE TO TECHNICAL ADVANCEMENTS IN AFRICA.”

**COMMUNITY**

FIRST



**DEMONNA WADE**

Computer Science  
BS, Class of 2019

# GRADUATING STUDENT OUTCOMES

A Record

# 1,570

Total Graduates

# 95%

Positive  
Outcomes  
Rate<sup>1,2</sup>

# \$73K

Average Starting  
Salary<sup>1</sup>

# 21%

Graduates Continue with  
Advanced Education<sup>3</sup>

WE'RE ALWAYS LOOKING TO PROVIDE IMPACTFUL STUDENT SERVICES. FROM PROFESSIONAL DEVELOPMENT TO INNOVATING NEW METHODS OF ANALYZING DATA, CHANGES ARE AFOOT TO HELP OUR STUDENTS PREPARE FOR THE MYRIAD OPPORTUNITIES THAT AWAIT THEM.

<sup>1</sup> BS, MS, and PhD grads

<sup>2</sup> Employed in industry, government, military, continuing education, or international students returning to their home countries.

<sup>3</sup> BS and MS grads

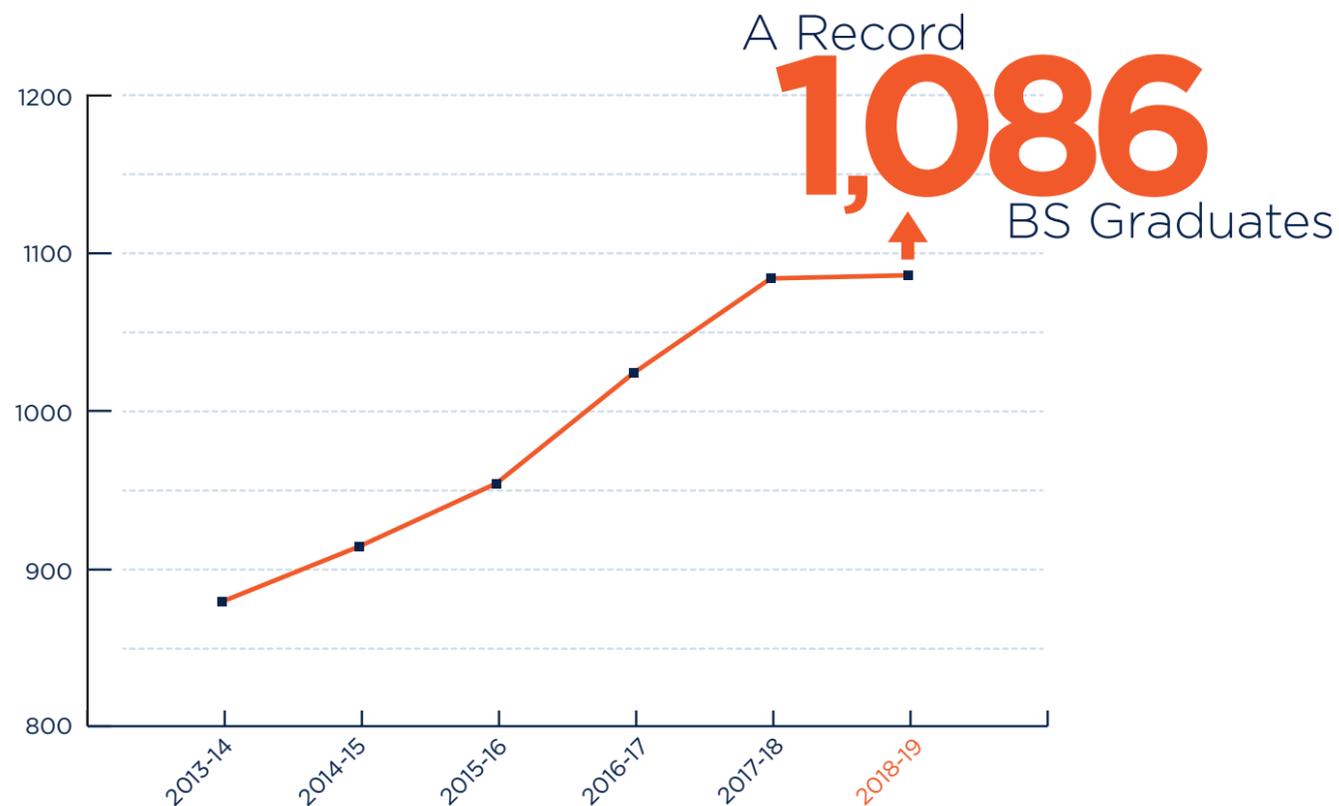
# UNDERGRADUATE OUTCOMES

The following data includes information for undergraduate students graduating in August 2018, December 2018, and May 2019. Mines is proud to provide outreach and support to 100% of graduates prior to graduation and for two years after graduation.

**94%**  
Positive BS Outcomes

For internal consistency and accurate comparisons, first-destination outcomes are reported in accordance with National Association of Colleges and Employers (NACE) standards starting with the 2018-2019 graduating class.

## NUMBER OF BS GRADUATES



## UNDERGRADUATE OUTCOMES BY MAJOR<sup>1</sup>

Department	Low Salary	Median Salary	High Salary	Average Salary	Positive Outcomes	Graduates <sup>2</sup>
Applied Math & Statistics	\$30,000	\$71,500	\$80,000	\$67,125	91%	33
Chemical & Biochem Engineering	\$36,418	\$70,000	\$98,500	\$69,319	89%	63
Chemical Engineering	\$50,000	\$68,000	\$101,000	\$70,851	91%	77
Chemistry	\$32,440	\$40,000	\$51,000	\$41,147	88%	16
Civil Engineering	\$30,000	\$61,900	\$91,600	\$61,561	100%	50
Computer Science	\$37,000	\$72,750	\$110,000	\$72,931	98%	98
Economics	\$30,000	\$38,000	\$60,000	\$42,667	75%	4
Electrical Engineering	\$50,000	\$68,000	\$95,000	\$68,966	89%	62
Engineering Physics	\$35,000	\$64,900	\$80,000	\$65,101	91%	57
Environmental Engineering	\$46,000	\$60,000	\$85,500	\$60,746	93%	27
Geological Engineering	\$50,000	\$65,000	\$100,000	\$66,000	100%	26
Geophysical Engineering	\$56,000	\$60,000	\$104,200	\$68,893	94%	32
Mechanical Engineering	\$31,200	\$67,750	\$132,000	\$68,561	95%	275
Metallurgical & Materials Engineering	\$55,000	\$70,000	\$94,000	\$71,016	93%	42
Mining Engineering	\$45,000	\$65,500	\$75,000	\$65,167	94%	18
Petroleum Engineering	\$40,000	\$97,000	\$129,800	\$91,982	97%	105

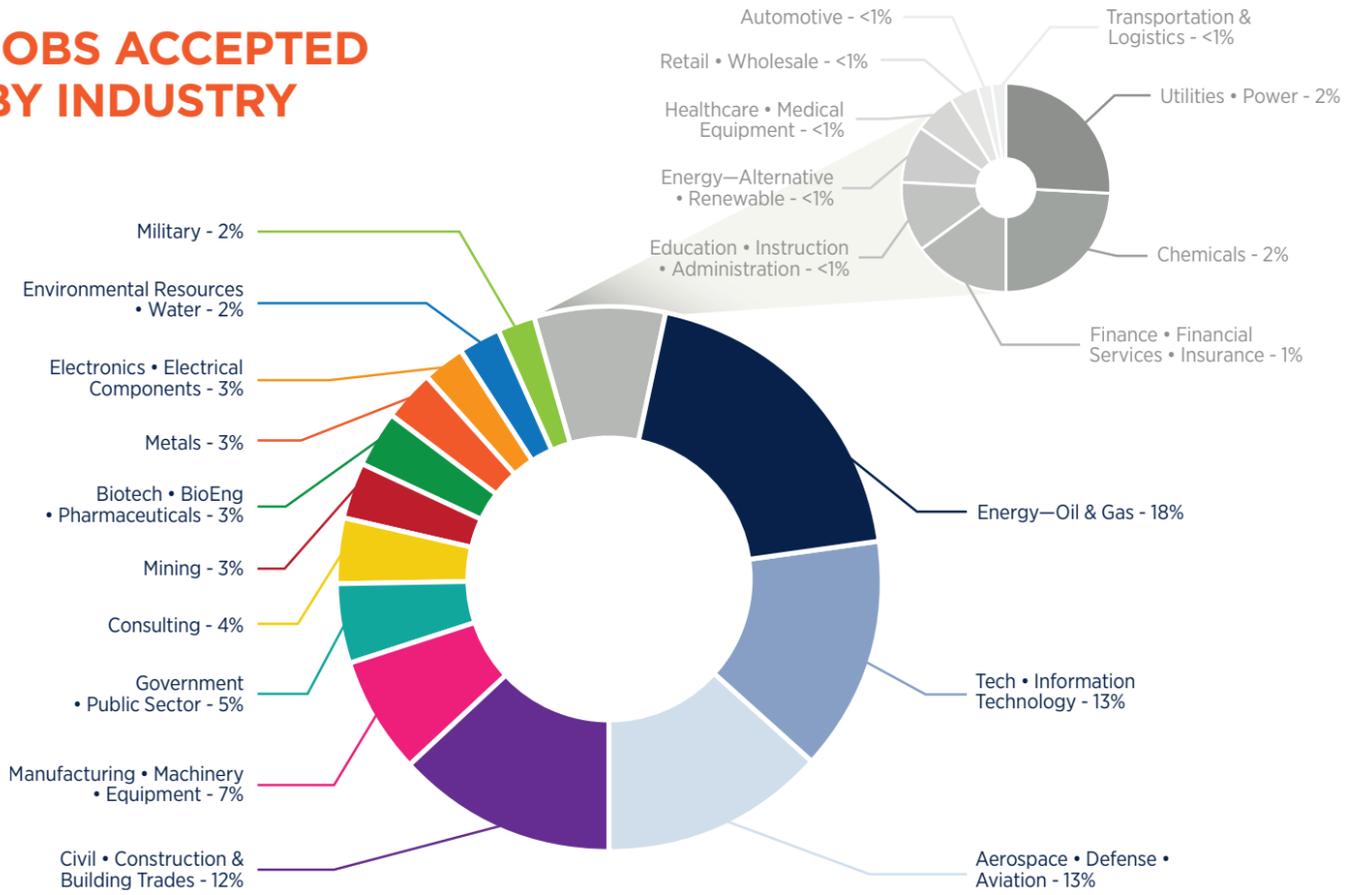
Included in “positive outcomes” numbers are graduates committed to their first destination, including jobs in industry, government, military and those who are going to graduate school as well as international students returning to their home countries. Non-responsive or self-reported “not looking” graduates are removed from reported data and presented separately. Students are coded as non-responsive after five outreach attempts, no known activity with Career Center, and/or by request of student. Data is collected for 6 months following graduation.

<sup>1</sup>The Career Center is now coordinating with Institutional Research (IR) at Mines. Detailed outcome and salary data is available through Tableau/IR for tailored, accessible reports to Mines community.

<sup>2</sup>94% data collection rate

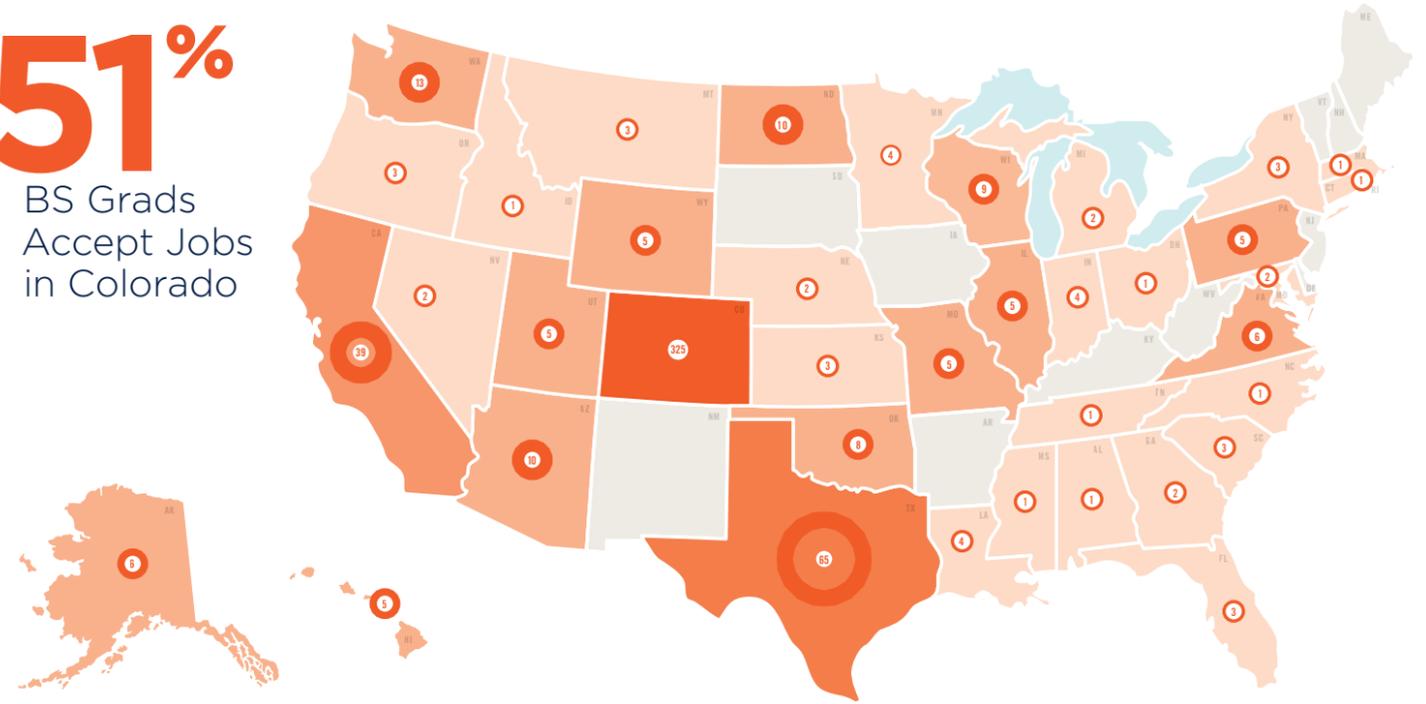
# UNDERGRADUATE OUTCOMES

## JOBS ACCEPTED BY INDUSTRY



## JOBS ACCEPTED BY LOCATION

**51%**  
BS Grads Accept Jobs in Colorado



## 18-MONTH UPDATE FOR BS CLASS OF 2017-2018<sup>1</sup>

Our follow-up process details the progress of Mines recent graduates for 18 months (2017-2018 graduates) after graduation.

The Career Center supports alumni for 2 years after graduation—an 18-month-out survey is in line with current practices and national standards allowing enough time to work with students who need career support.

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 personal reasons

**94%**  
18 Month Positive BS Outcomes

Up from **88%**  
at time of graduation

## OREDIGGERS ACCEPTED AT THESE GRAD SCHOOLS:

- Baylor University
- Colorado School of Mines
- Dartmouth College
- Stanford University
- Stevens Institute of Technology
- University of California Irvine
- University of California Santa Barbara
- University of Cambridge
- University of Colorado Boulder

**84%** BS Grads that Continue Education Choose Mines

- University of Colorado Denver
- University of Houston
- University of Kansas
- University of Michigan Ann Arbor
- University of Northern Colorado
- University of Texas
- University of Wisconsin-Madison
- Worcester Polytechnic Institute
- ...and more

<sup>1</sup>Detailed 18-month and 24-month outcome data is available through Tableau/IR

# UNDERGRADUATE EXPERIENTIAL LEARNING

Mines is dedicated to the idea that hands-on learning and real-world experience prepare students far better than just lecture settings. From Disney World to Tesla Motors, we encourage and help our students to explore opportunities in a variety of experiential learning settings through research, cooperative education and internships.

**76%** BS Students Graduate with Technical Work Experience

More than 800 students graduated with documented, relevant technical work or research experience with over **530 partnering organizations** across 44 states and 22 countries.

“I had the opportunity to co-op with Ball Corporation’s Manufacturing division... Working full time for six months allowed me to get involved with many different departments and projects across multiple manufacturing facilities.”



Michael Byckovski  
Mechanical Engineering, Class of 2020

## BS INTERNSHIP SALARIES BY MAJOR<sup>1</sup>

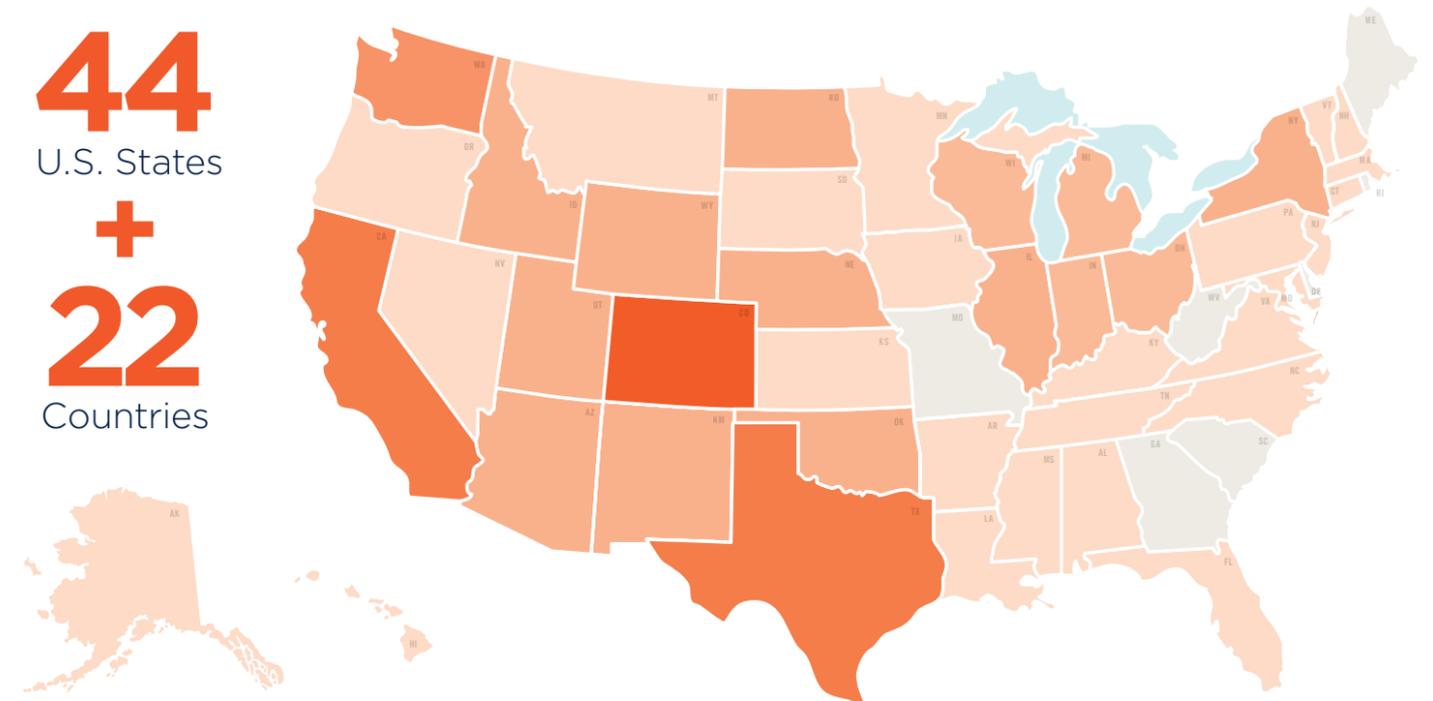
Department	Average Hourly Salary Reporting	Number Reporting	Department	Average Hourly Salary Reporting	Number Reporting
Chemical / Biochemical Engineering	\$22.59	64	Civil Engineering	\$16.95	36
Chemistry	N/A <sup>†</sup>	N/A <sup>†</sup>	Environmental Engineering	\$18.41	22
Computer Science	\$21.69	45	Geology & Geological Engineering	\$15.49	16
Electrical Engineering	\$21.04	40	Geophysics & Geophysical Engineering	\$18.87	8
Engineering Physics	\$17.66	9	Mining Engineering	\$18.86	11
Mechanical Engineering	\$19.11	170	Petroleum Engineering	\$30.85	45
Metallurgical & Materials Engineering	\$19.95	39	Economics & Business	N/A <sup>†</sup>	N/A <sup>†</sup>
Mathematics & Statistics	\$20.68	11			

<sup>1</sup>Based on voluntarily-reported information for the Summer of 2019 and may not represent the entire Mines student population.

<sup>†</sup>N/A indicates insufficient data was reported

## BS INTERNSHIP/RESEARCH EXPERIENCE BY LOCATION

**44**  
U.S. States  
+  
**22**  
Countries



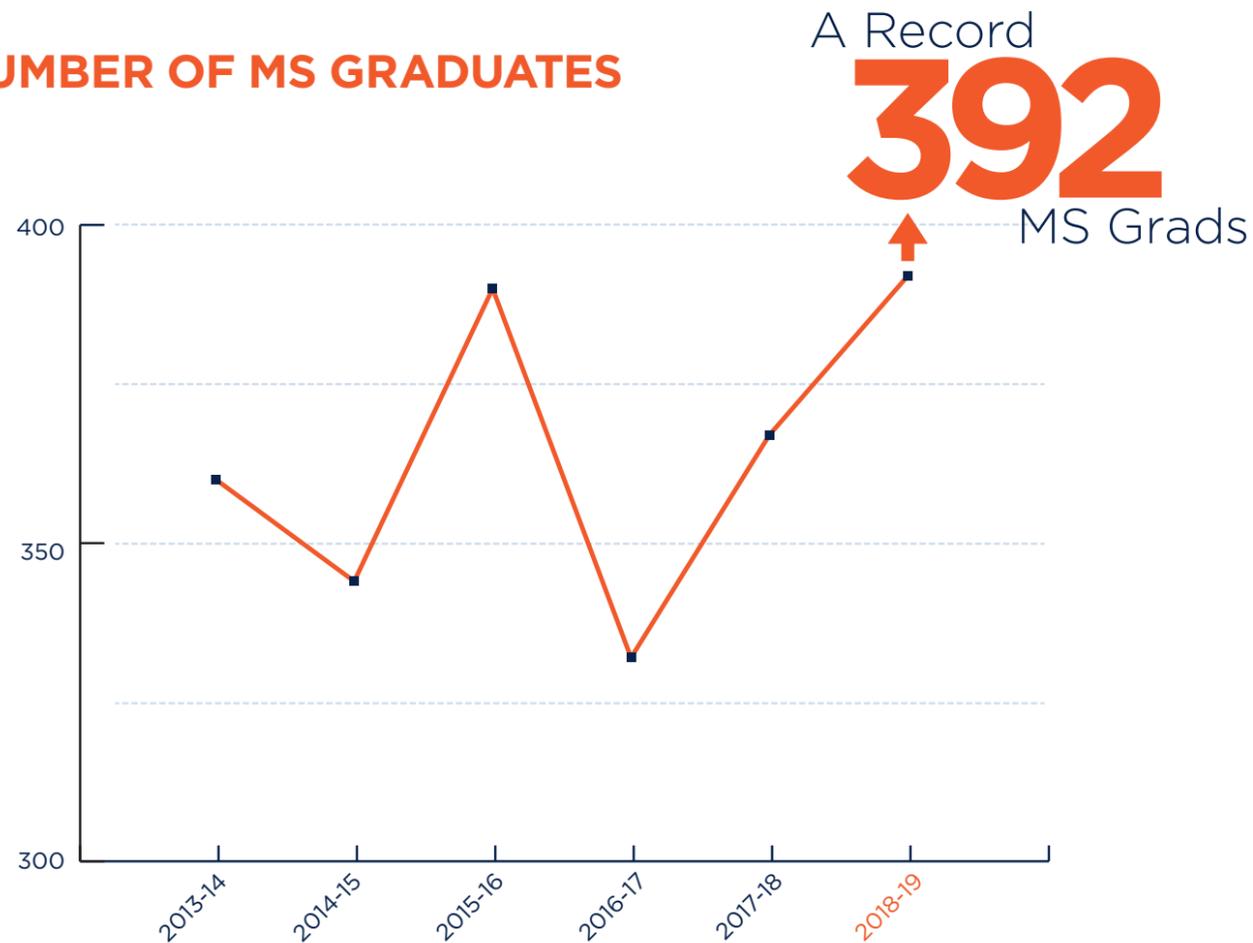
# MASTERS OUTCOMES

The following data includes information for Masters students graduating in August 2018, December 2018, and May 2019. Mines is proud to provide outreach and support to 100% of graduates prior to graduation and for two years after graduation.

**97%**  
Positive MS Outcomes

For internal consistency and accurate comparisons, first-destination outcomes are reported in accordance with National Association of Colleges and Employers (NACE) standards starting with the 2018-2019 graduating class.

## NUMBER OF MS GRADUATES



## MASTERS OUTCOMES BY MAJOR<sup>1</sup>

Department	Low Salary	Median Salary	High Salary	Average Salary	Positive Outcomes	Graduates <sup>2</sup>
Applied Math and Statistics	\$66,577	\$80,000	\$104,000	\$84,115	93%	15
Chemical Engineering	\$43,000	\$64,000	\$85,000	\$64,000	100%	6
Chemistry	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	100%	4
Civil & Environmental Engineering	\$35,000	\$68,000	\$93,000	\$66,955	96%	27
Computer Science	\$79,000	\$89,500	\$112,000	\$92,625	100%	24
Electrical Engineering	\$70,000	\$82,000	\$100,000	\$81,056	100%	18
Engineering & Technology Management	\$40,000	\$82,000	\$120,000	\$83,441	98%	41
Environmental Engineering Science	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	100%	1
Geochemistry	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	100%	2
Geology & Geological Engineering	\$55,000	\$72,000	\$115,000	\$84,203	98%	40
Geophysics & Geophysical Engineering	\$102,800	\$103,400	\$104,000	\$103,400	100%	6
Hydrology	\$30,000	\$62,000	\$72,000	\$58,600	95%	21
Materials Science	\$66,560	\$76,500	\$78,900	\$73,987	100%	12
Mechanical Engineering	\$46,000	\$76,300	\$130,000	\$80,269	94%	62
Metallurgical and Materials Engineering	\$60,000	\$76,722	\$82,000	\$74,331	100%	14
Mineral & Energy Economics	\$50,000	\$75,000	\$90,000	\$71,560	100%	22
Mining & Earth Systems Engineering	\$64,000	\$64,000	\$64,000	\$64,000	100%	8
Natural Resources & Energy Policy	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	100%	1
Nuclear Engineering	\$120,000	\$120,000	\$120,000	\$120,000	80%	5
Petroleum Engineering	\$115,000	\$120,000	\$150,000	\$128,333	100%	26
Physics (Applied)	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	100%	4
Space Resources	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	100%	1
Underground Construction & Tunneling	\$78,000	\$78,000	\$78,000	\$78,000	100%	4

See page 9 for information on data collection and outcome calculations.

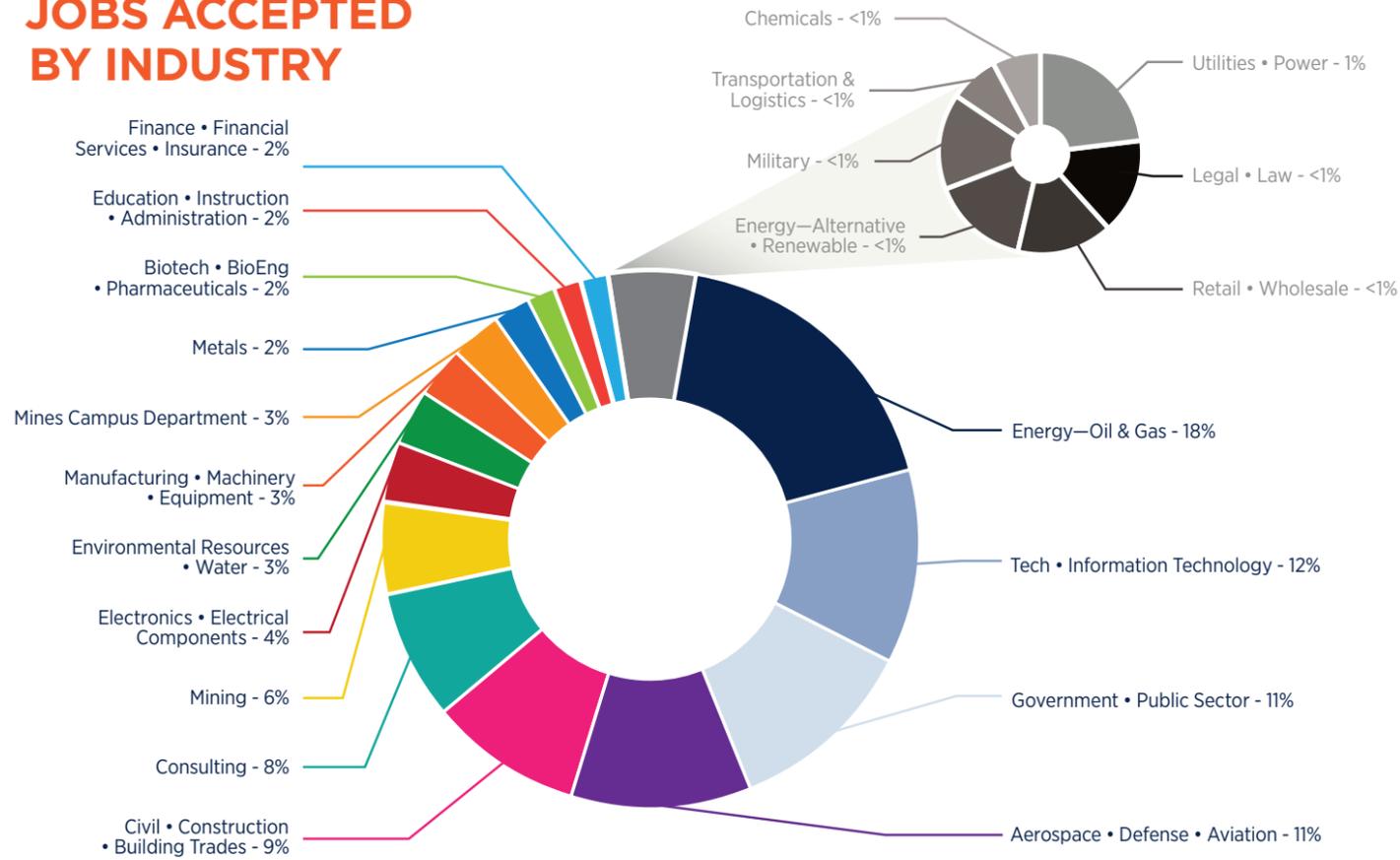
<sup>1</sup>The Career Center is now coordinating with Institutional Research (IR) at Mines. Detailed outcome and salary data is available through Tableau/IR for tailored, accessible reports to Mines community.

<sup>2</sup>97% data collection rate

<sup>†</sup> N/A indicates insufficient data available to report

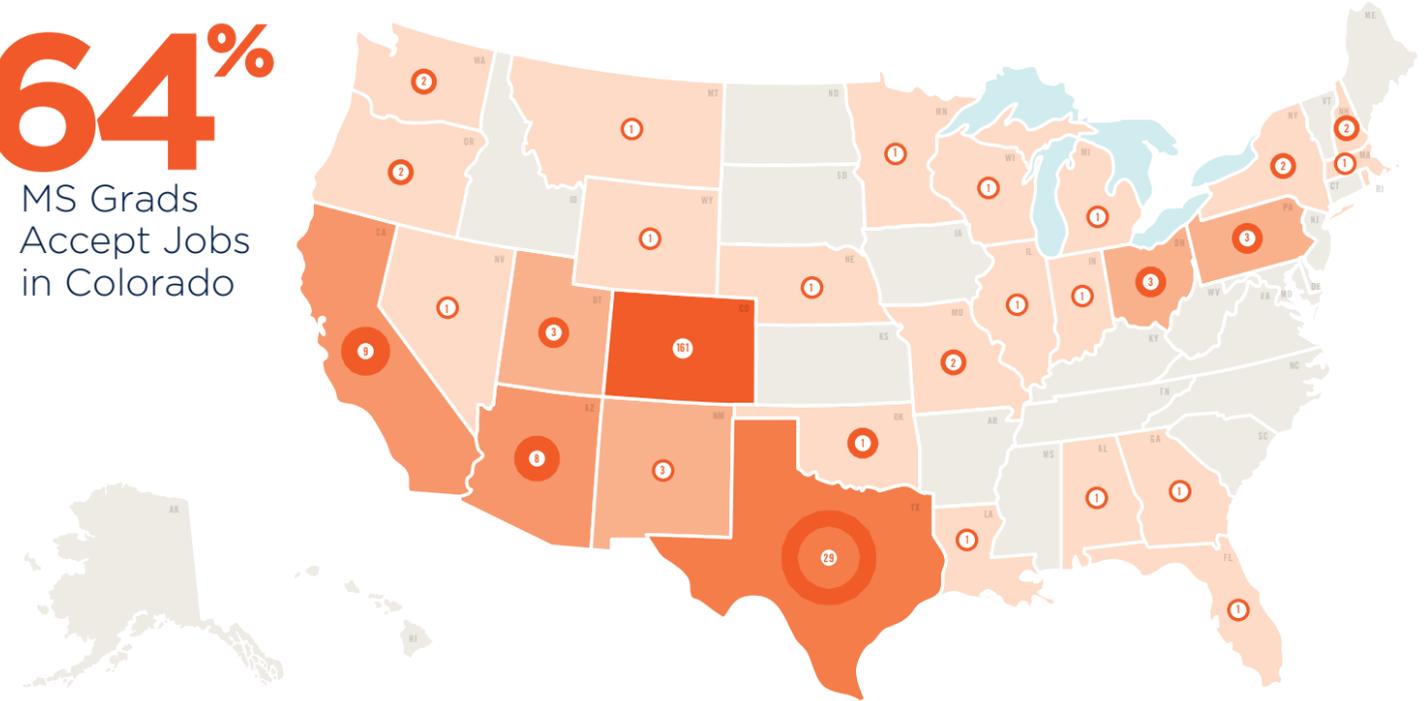
# MASTERS OUTCOMES

## JOBS ACCEPTED BY INDUSTRY



## JOBS ACCEPTED BY LOCATION

**64%**  
MS Grads Accept Jobs in Colorado



## 18-MONTH UPDATE FOR MS CLASS OF 2017-2018<sup>1</sup>

Our follow-up process details the progress of Mines recent graduates for 18 months (2017-2018 graduates) after graduation.

The Career Center supports alumni for 2 years after graduation—an 18-month-out survey is in line with current practices and national standards allowing enough time to work with students who need career support.

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 personal reasons

**97%**  
18 Month Positive MS Outcomes

Up from **92%**  
at time of graduation

## SAMPLE OF WHERE MINES MS GRADS CONTINUE THEIR ADVANCED EDUCATION

Colorado School of Mines

Tilburg University

University College Dublin

University of Bordeaux

University of Maryland

University of Northern Colorado

University of Stirling

**81%**  
MS Grads that Continue Education Choose Mines

<sup>1</sup>Detailed 18-month and 24-month outcome data is available through Tableau/IR

## MS INTERNSHIP SALARIES BY MAJOR<sup>1</sup>

Department	Average Hourly Salary	Number Reporting
Applied Mathematics & Statistics	\$21.18	4
Chemical Engineering	N/A <sup>†</sup>	N/A <sup>†</sup>
Chemistry	N/A <sup>†</sup>	N/A <sup>†</sup>
Civil Engineering	\$20.67	3
Civil & Environmental Engineering	\$18.10	5
Computer Science	\$31.45	5
Electrical Engineering	\$24.71	3
Engineering Technology Management	\$24.63	4
Environmental Engineering Science	N/A <sup>†</sup>	N/A <sup>†</sup>
Hydrology	\$17.42	3
Geochemistry	N/A <sup>†</sup>	N/A <sup>†</sup>
Geology & Geological Engineering	\$41.27	8
Geophysics & Geophysical Engineering	\$30.07	9
Materials Science	N/A <sup>†</sup>	N/A <sup>†</sup>
Mechanical Engineering	\$21.83	7
Metallurgical & Materials Engineering	\$25.12	6
Mineral & Energy Economics	N/A <sup>†</sup>	N/A <sup>†</sup>
Mining & Earth Systems Engineering	\$20.93	6
Nuclear Engineering	N/A <sup>†</sup>	N/A <sup>†</sup>
Petroleum Engineering	\$29.83	3
Physics (Applied)	N/A <sup>†</sup>	N/A <sup>†</sup>
Underground Construction & Tunneling	N/A <sup>†</sup>	N/A <sup>†</sup>

<sup>1</sup>Based on voluntarily-reported information for the Summer of 2019 and may not represent the entire Mines student population.

<sup>†</sup>N/A indicates insufficient data was reported



ALL  
IN

“HAVE A PICTURE OF WHERE YOU SEE YOURSELF IN THE FUTURE, CAREER-WISE, CHOOSE A MAJOR ACCORDINGLY, AND GO ALL IN WHILE SEIZING EVERY OPPORTUNITY ALONG THE WAY”

**GUESS OKA**

Mineral & Energy Economics  
MS, Class of 2018

# PhD OUTCOMES

The following data includes information for PhD students graduating in August 2018, December 2018, and May 2019. Mines is proud to provide outreach and support to 100% of graduates prior to graduation and for two years after graduation.

**100%**  
Positive PhD Outcomes

For internal consistency and accurate comparisons, first-destination outcomes are reported in accordance with National Association of Colleges and Employers (NACE) standards starting with the 2018-2019 graduating class.

## NUMBER OF PhD GRADUATES



## PhD OUTCOMES BY MAJOR<sup>1</sup>

Department	Low Salary	Median Salary	High Salary	Average Salary	Positive Outcomes	Graduates <sup>2</sup>
Applied Math and Statistics	\$52,000	\$66,000	\$80,000	\$66,000	100%	4
Chemical Engineering	\$110,000	\$110,000	\$110,000	\$110,000	100%	7
Chemistry	\$39,500	\$76,000	\$82,000	\$65,833	100%	4
Civil & Environmental Engineering	\$48,000	\$75,000	\$79,500	\$69,375	100%	7
Civil Engineering	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	100%	1
Computer Science	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	100%	1
Economics & Business	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	100%	1
Electrical Engineering	\$50,000	\$75,000	\$100,000	\$75,000	100%	3
Environmental Engineering Science	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	100%	1
Geology & Geological Engineering	\$70,000	\$82,500	\$95,000	\$82,500	100%	5
Geophysics & Geophysical Engineering	\$44,300	\$128,000	\$150,000	\$115,717	100%	10
Hydrology	\$50,000	\$72,500	\$95,000	\$72,500	100%	5
Materials Science	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	100%	3
Mechanical Engineering	\$47,500	\$55,000	\$84,000	\$62,167	100%	6
Metallurgical and Materials Engineering	\$40,000	\$78,500	\$110,000	\$76,750	100%	6
Mineral & Energy Economics	\$81,600	\$83,300	\$85,000	\$83,300	100%	3
Mining & Earth Systems Engineering	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	100%	2
Mining Engineering	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	100%	2
Operations Research	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	100%	2
Petroleum Engineering	\$40,000	\$80,000	\$140,000	\$86,667	100%	6
Physics	\$51,000	\$91,000	\$117,000	\$86,333	100%	8
Underground Construction & Tunneling	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	N/A <sup>†</sup>	100%	1

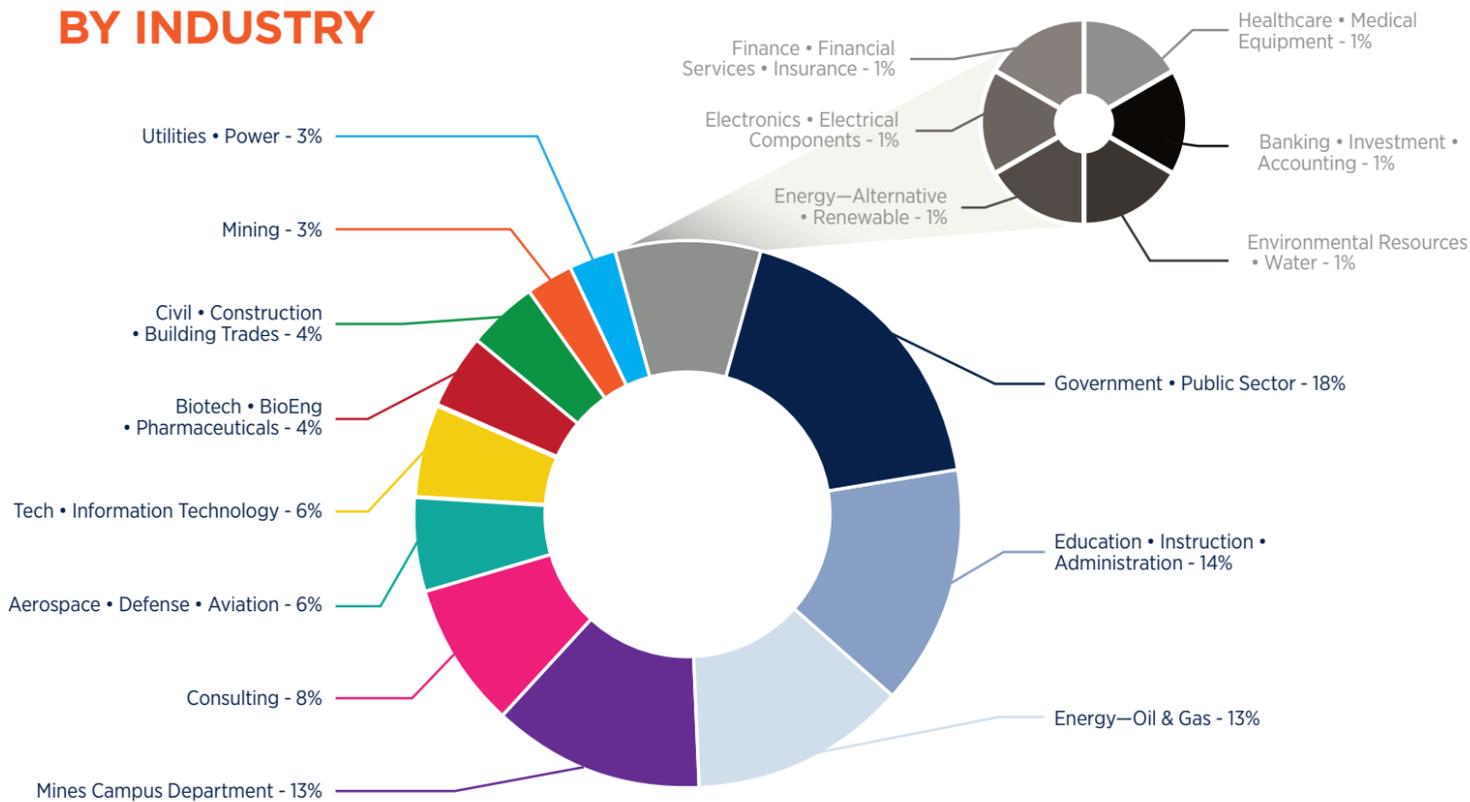
See page 9 for information on data collection and outcome calculations.

<sup>1</sup>The Career Center is now coordinating with Institutional Research (IR) at Mines. Detailed outcome and salary data is available through Tableau/IR for tailored, accessible reports to Mines community.

<sup>2</sup>100% data collection rate

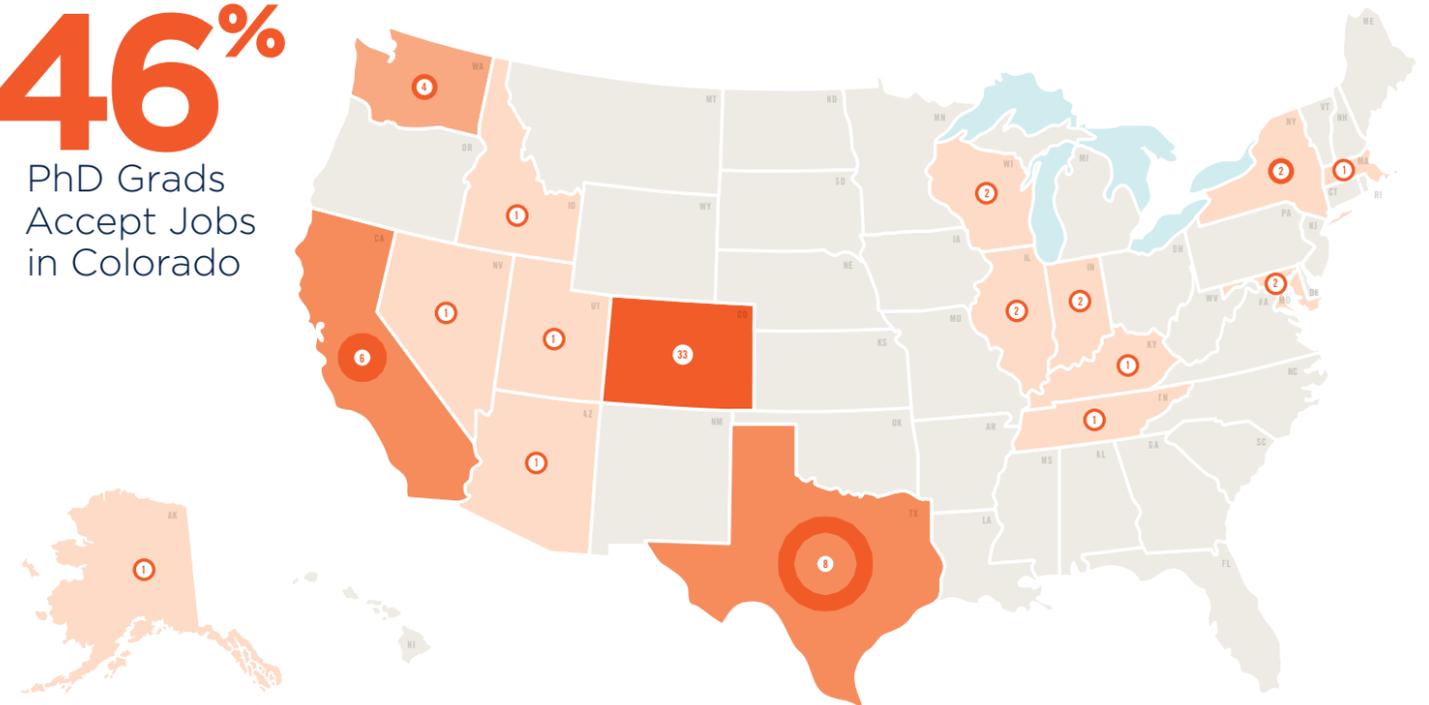
<sup>†</sup> N/A indicates insufficient data available to report

## JOBS ACCEPTED BY INDUSTRY



## JOBS ACCEPTED BY LOCATION

**46%**  
PhD Grads Accept Jobs in Colorado



## 18-MONTH UPDATE FOR PhD CLASS OF 2017-2018<sup>1</sup>

Our follow-up process details the progress of Mines recent graduates for 18 months (2017-2018 graduates) after graduation.

The Career Center supports alumni for 2 years after graduation—an 18-month-out survey is in line with current practices and national standards allowing enough time to work with students who need career support.

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

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- 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 personal reasons

**97%**  
18 Month Positive PhD Outcomes

Up from **94%**  
at time of graduation

“Thanks for all the time and effort you guys provided during all these years. Thank you very much for all of your service. You ROCK!”

PhD, Underground Construction & Tunneling

<sup>1</sup>Detailed 18-month and 24-month outcome data is available through Tableau/IR

# DEVELOPING A DIVERSE STUDENT POPULATION

The Mines Career Center is dedicated to all students' career success and has made significant efforts to support students of all backgrounds. The Career Center staff updated materials to be more inclusive and has partnered to provide joint programming with the following organizations and groups:

- MASU (Mines African Student Union)
- oSTEM (Out in Science, Technology, Engineering, and Mathematics)
- SWiM (Society of Women in Mathematics)
- MVA (Mines Veterans Alliance)
- SWE (Society of Women Engineers)
- International Student and Scholar Services
- Counseling Center joint programming on healthy strategies for job searching
- Disability Services accommodations for students to maximize Career Day experience

Future directions for the Career Center include additional resources and programming to address positive strategies to employment. The Career Center is partnering with WISEM (Women in Science, Engineering, and Math) to provide AAUW (American Association of University Women) Salary Negotiation training designed to empower women with the skills and confidence to negotiate for fair pay.

Outcomes data is available for historically underrepresented racial and ethnic groups and gender populations. International student employment and continuing education is reported for BS, MS, and PhD students who self-selected being on an F-1, H1, or J-1 visa: 29% obtaining employment in the US, 17% attending graduate school, and 54% returning to their home country.

**91%** Positive Outcomes for **222** Students in Underrepresented Racial and Ethnic Groups<sup>1</sup>

**98%** Positive Outcomes for **450** Female Students<sup>2</sup>

<sup>1</sup> Self-reported data including BS, MS, and PhD students who identified as African American, Asian American or Pacific Islander, Hispanic American, Native American, or Multiple Races

<sup>2</sup> Self-reported data including BS, MS, and PhD students who identified as female.



“THANKS FOR ALL THAT YOU DO TO HELP STUDENTS SUCCEED IN THEIR SEARCH FOR A MEANINGFUL CAREER!”

MS, Mechanical Engineering



**CHASE CLAYTON**  
Mechanical Engineering  
BS, Class of 2019

“THIS PAST SUMMER, I HAD AN INTERNSHIP WITH LOCKHEED MARTIN...I WAS ABLE TO BE INVOLVED IN THINGS LIKE MANUFACTURING, SYSTEMS ENGINEERING, BUSINESS DEVELOPMENT AND DESIGN, AND SO MUCH MORE. I WAS EXPOSED TO SEVERAL ASPECTS OF THE COMPANY THAT I WOULD HAVE NOT OTHERWISE BEEN ABLE TO LEARN IN A CLASSROOM SETTING....COLORADO SCHOOL OF MINES LAID THE FOUNDATION OF SKILLS TO ALLOW ME TO PERFORM WELL IN SUCH A DEMANDING POSITION.”

**NEVER**

QUIT

# RECRUITING AT MINES

# 1,320

Organizations  
Recruited or  
Hired at Mines

# 3,150+

On-Campus  
Interviews

# 76%

BS Students  
Obtained  
Internships

IT WAS AN INCREDIBLE YEAR FOR RECRUITING AT MINES WITH RECORD NUMBERS OF RECRUITERS, ON-CAMPUS INTERVIEWS, AND DIGGERNET JOB POSTINGS. AT THE SAME TIME, THE CAREER CENTER INTRODUCED NEW DIGITAL TECHNOLOGIES TO FACILITATE INTERACTION WITH BOTH STUDENTS AND EMPLOYERS.

# 1,152

Internships

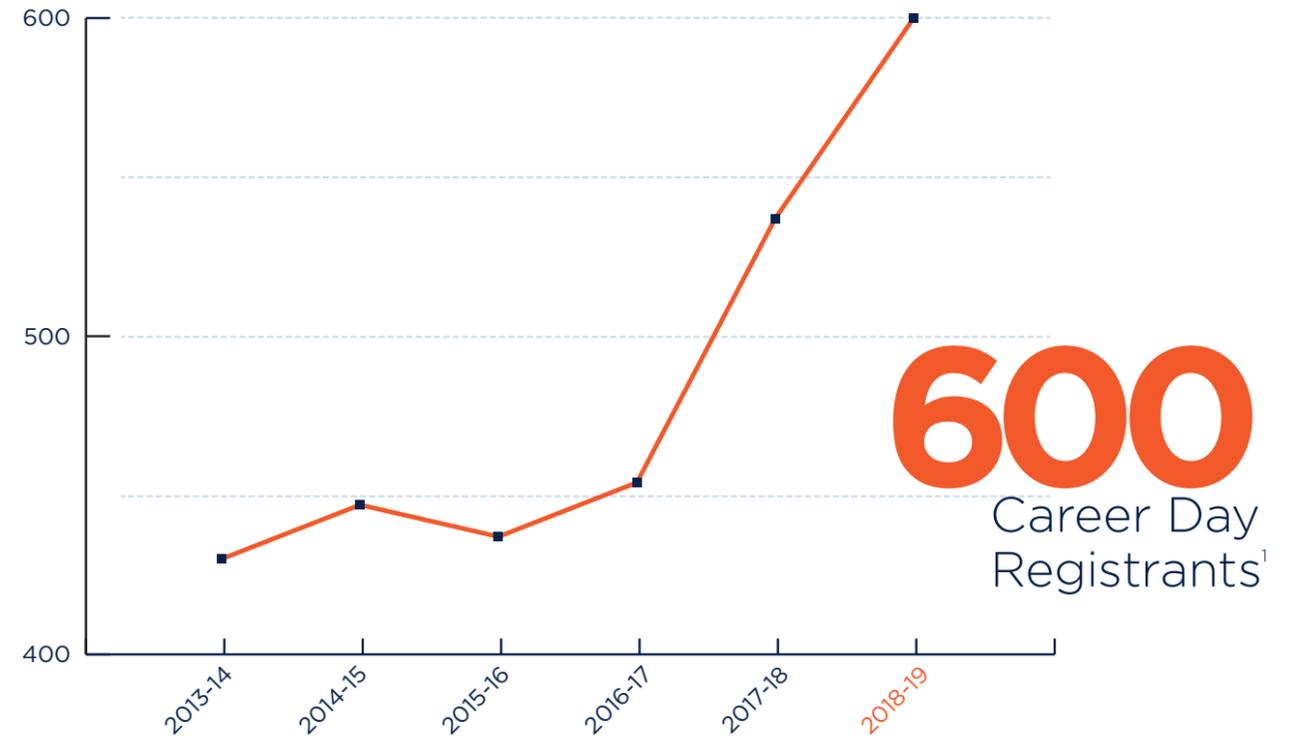
# RECRUITING AT MINES

## CAREER DAY

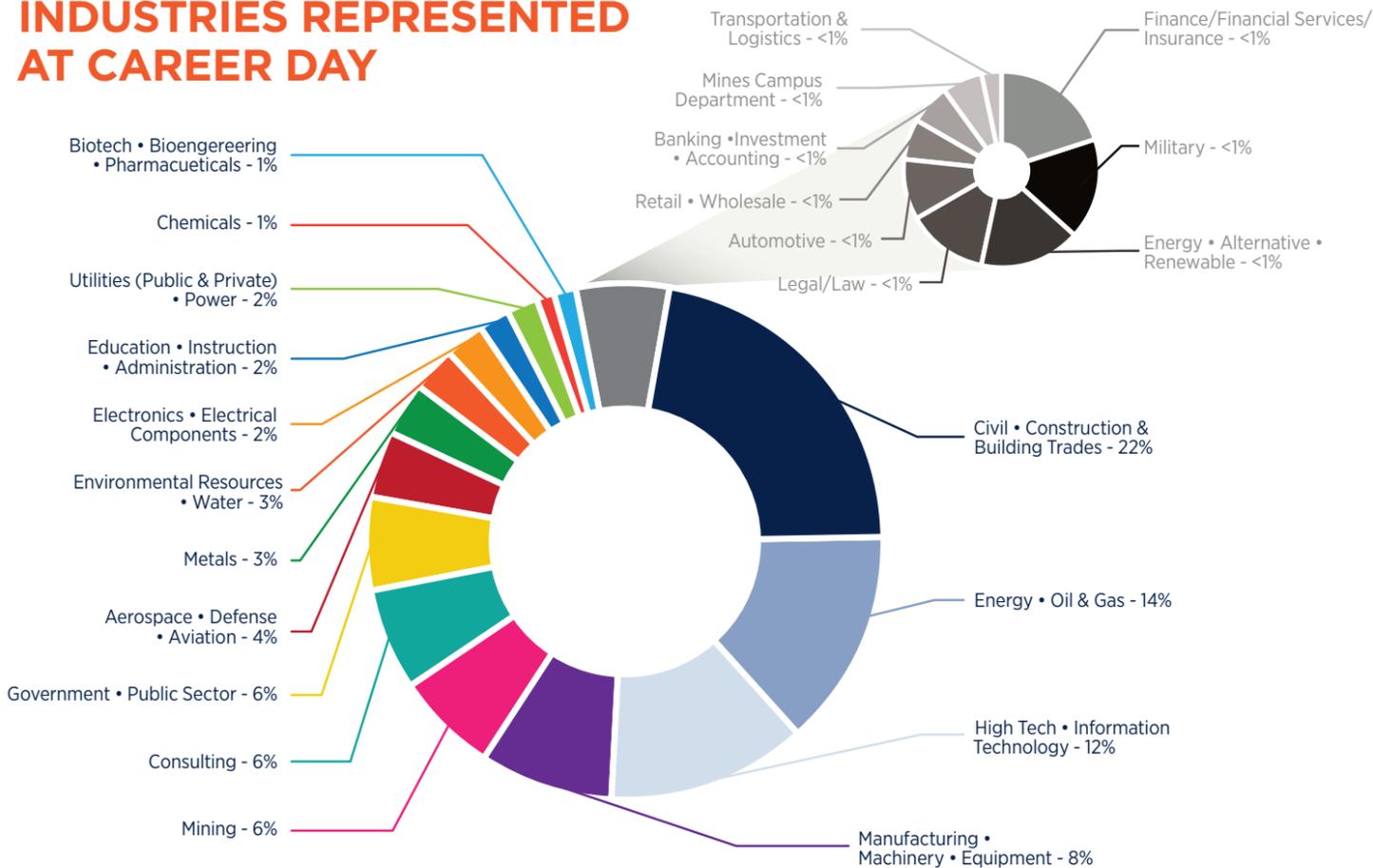
Taking place twice a year, in the Fall and Spring, Career Day is Mines' signature recruiting event to connect employers with students. Student participation remained steady while employer participation and on-campus interviews were at record levels for the second year in a row with 455 total unique organizations attending. We've continued our successful two-location format from last year as well as the Signature Networking Event to allow early access for graduating Seniors, Masters, and PhD candidates before opening the event to the entire campus.

**5,466**  
Participating Students

## EMPLOYERS ATTENDING CAREER DAY (FALL + SPRING)



## INDUSTRIES REPRESENTED AT CAREER DAY



There are a number of additional events around the Career Days including the WIRED for work preparatory event, the Society of Women Engineers Evening With Industry dinner, the Veteran's Alliance Hero's Dinner, along with numerous other employer engagement activities.

<sup>1</sup>Includes duplicate employers who attended both Fall and Spring Career Day



# RECRUITING AT MINES

## ON-CAMPUS RECRUITING EFFORTS

The On-Campus Recruiting program had a record setting year, with 214 unique employers visiting Mines to interview students and/or present employer information sessions. Demand for video and phone interviewing has remained steady due to trends in recruiting, technological, and economic factors. The Career Center offers a dedicated room to students and employers solely for this purpose.

# 2,335

Students Participated in On-Campus Recruiting

# 3,165

On-Campus Interviews

### On-Campus Interviewing

Following the Fall and Spring Career Days, 126 companies remained on-campus for the week to interview students, resulting in 2,048 interviews with Career Fair companies; with many being held the next day—a trending way for employers to get the most value out of their campus visit. In the weeks following the Career Days, 82 companies visited for campus interviews resulting in 1,117 additional interviews.

### Employer Information Sessions

Employer Information Sessions are vital for employers seeking to brand their companies to Mines students and attract top-notch talent for their recruiting programs. This includes full-time entry-level positions, internships, and/or co-ops as the main focus.

Many employers use Information Sessions to kick off their recruiting visit. These one-hour sessions provide an effective way of presenting information to students who are selected for interviews and also to meet and recruit other interested students. These presentations can also be very valuable for students who are exploring different industries to find out how a specific major can lead to a career. The Career Center assists with all aspects of campus arrangements to ensure the best employer experience, including hosting company representatives, securing a room, A/V equipment usage, providing catering information for refreshments, marketing and recording attendance. 145 Employer information sessions were arranged and hosted.

# 145

Employer Information Sessions

# RECRUITING TECHNOLOGY

The Career Center has expanded our use of technology to be more efficient, thereby better serving our students. We built on the success of the Career Day app, allowing us to share the most up to date information with students on where companies were located and what majors they were recruiting. The Career Center also began using the “Kiosk” function of the DiggerNet system to track attendance for events electronically in our main student-tracking database. Future efforts include using DiggerNet for Career Day registration. This will allow a more streamlined experience for employers where they register, post jobs, obtain event information, and edit their preferred majors all in one integrated system.



## DIGGERNET ON-LINE RECRUITING SYSTEM

### Job Postings on DiggerNet

807 employers posted a total of 3,087 jobs on DiggerNet in 2018-2019, an increase from 2,315 in 2017-2018. 2,783 jobs posted directly from companies and 304 posted as “curated” through Symplicity. 554 companies posted full-time positions on DiggerNet.

### Internship/Co-op Postings on DiggerNet

Online postings for experiential learning opportunities were up versus the previous period with 404 employers posting 1,152 internships and 96 co-op positions.

# 10.5

Average DiggerNet Logins per Student

### Student Activity

2,336 unique students logged into DiggerNet for a total of 24,553 logins.

# 33%

Increase in Online Job Postings

1  
YEAR

Co-op with Walt  
Disney Imagineering  
in Orlando, FL

“I CHOSE MINES FOR IT’S REPUTATION IN STEM, THE HIGH PERCENTAGE OF STUDENTS GRADUATING WITH JOB OFFERS, AND THE SMALL CAMPUS FEEL. IT’S BEEN A GREAT EXPERIENCE TO BE A PART OF A CLOSE-KNIT COMMUNITY AND TO SEE HOW MUCH ALUMNI STILL CARE ABOUT THE SCHOOL AFTER GRADUATING!”

**HELLUVA**  
IMAGINEER



**KATIE VARNADOE**  
Civil Engineering  
BS, Class of 2020



The Mines Career Center offers a variety of learning opportunities and services to facilitate engagement with both students and employers. Student success and engagement is accomplished through our services which focus on the following learning outcomes:

- Students will utilize Career Center tools, coaching, and resources that support a strategic, ethical job search highlighting a student’s passions, skills, and strengths. Through this, each student will take responsibility for the management of their own professional development and advancement.
- Students will work with the Career Center to connect with external stakeholders using appropriate communication tools, thus achieving a higher rate of outcomes success as well as increasing the positive feedback from employers.
- By participating in employer information sessions, recruiting events, career panels, applications, and interviews, students will demonstrate the applied knowledge and use of tools acquired through their professional development to engage with prospective employers, contacts, and institutions of higher learning.
- Employers will be informed and inspired on the variety of opportunities to brand their recruiting initiatives; thereby effectively and proactively connecting with students and graduates.

# CAREER CENTER SERVICES

## Career Panels

The Career Center hosted 6 career panels to provide students with industry information, networking opportunities, and potential employment: Consulting, High Tech and Computing, Energy, Aerospace, Alternative Careers, and Renewable Energy and Energy Efficiency.

- Highlights include alumni participation and opportunity for enhanced networking with recruiters (e.g. Renewable Energy Panel with additional 10 employers for networking reception), as well as faculty involvement. 400 students participated in panels.

## CSM 250—Engineering your Career Path

CSM 250: Engineering your Career Path is a 1-credit course designed to provide students with advanced career planning and job searching tools that are instrumental in obtaining internships, co-ops, research, and full-time positions. The class gives guidelines on transitioning into a new career, building career and life success after graduation, progressing to the next move, and making a positive impact in their chosen profession.

- Five sections of CSM 250 were taught, 2 in Fall and 3 in Spring. Received positive feedback from students and increased attendance, with 75 students registered in fall and 85 in spring.
- CEO Career Talk hosted Brad Holly, Whiting Petroleum.

## Student Engagement/Career Advising

- 4,600 unique students used career services, approximately 75% of the total 6,268 fall enrollment.
- Students engaged with the Career Center through walk-in visits and individual appointments with a Career Advisor—a total of 1,700 individual student visits to work on job search strategies, resume and cover letter reviews, interview practice, contract reviews and negotiation, and career exploration.
- 65 workshops conducted on topics such as Resume Writing, Proactive Job Search, Interviewing Skills, Networking, Social Media, and Contract Negotiations. Growth came from requests from student organizations for tailored presentations and faculty for class visits.
- Field Sessions: The Career Center expanded engagement with academic department field sessions and provided professional development with major specific advisement/assistance. Presented to Applied Math and Statistics, Economics and Business, Mechanical Engineering, Metallurgical and Materials Engineering, and Physics departments.
- Career Center team members partnered with Admissions and presented at Discover Mines, Preview, Launch, and Making the Connection: Women and Engineering at Mines.
- WIRED for Work! event was offered as a professional development opportunity for students to gain direct feedback and advice from industry representatives.
  - Fall 2018—20 employers registered to provide table talks as well as resume reviews. 86 students attended.
  - Spring 2019—15 employers registered and were very happy the event was restructured to return to a more focused resume review session in a one-on-one basis. 130 students attended.

# CAREER CENTER SERVICES

## The Mines Strategy: Tools to Engineer Your Job Search

This career manual was updated and rebranded with Mines design. It continues to provide resources to search for a major or career path through the job search and then finally the contract negotiations process. It is available online at [careers.mines.edu](http://careers.mines.edu).



## Student Employment/On-Campus Jobs

- On-campus jobs: 175 jobs posted, ranging from Athletics to Sodexo.
- Student Assistants Job and Resource Fair:
  - Departments attending: 23 in Fall, 24 in Spring
  - Students attending: over 400 in Fall, 66 in Spring



## CAREER CENTER FOR MINES@150

The future of the Mines Career will present a more diverse portfolio of opportunities to students who, themselves, are more diverse in their education, interests, and experiences. This aligns with the tenets of Mines@150. We are working to create a Career Center with expanded professional

development opportunities so as to create future leaders. This effort is supported by a more diversified portfolio of recruiters and employers and greater industry and academic department engagement.

The Career Center for Mines@150 will attain and support the goal of becoming, “A preferred partner for talent, solutions, and life-long learning,” as well as “The exemplar for alumni affinity, visibility, and involvement,” as defined by:

- Professional development opportunities (i.e. creating leaders, not employees).
- Further diversified portfolio of recruiters and employers.
- Further diversified portfolio of student-facing services.
- Preparation for graduate school at Mines and elsewhere
- Preparation for alternative paths (e.g. Aerospace, Law School, MBA, etc.)
- Enhanced focus on undergraduate research opportunities and co-ops
- Expanded international and graduate student support
- Industry and academic departmental engagement (e.g. advisory boards, field sessions, tailored panels, etc.)

# PARTICIPATING COMPANIES

More than 1,320 organizations participated in recruiting efforts with Colorado School of Mines. The following lists all of these companies, whether hiring for jobs and internships or engaging in Career Days, info sessions, on-campus interviews, career panels, and DiggerNet postings.

3D Systems	Aetna	American Shizuki Corporation	Argent Materials	Balfour Beatty Infrastructure	BKBM Engineers	Bureau of Land Management (BLM)	Centurion Pipeline	Collier Consulting	Cornforth Consultants
410 Ventures	AG Wassenaar	American Standard Window Film / Erickson International	Argonne National Labs	Ball Aerospace & Technologies Corp	Black & Veatch	Burns & McDonnell	Century Companies	Colog	Corsair Consulting
AASG-Association of American State Geologists	AGP-AG Processing	AimLock	Arista Networks	Ball Metalpack	Black Box	Cable Television Laboratories	CenturyLink	Colorado Access	Cosmic AES
Abacus Technologies	Air Basics	American Well Technology	Arizona Minerals	Ball Packaging	Black Fox Mining	CACI	Cerner Corporation	Colorado Association of Mechanical and Plumbing Contractors (CAMPC)	Cotta Controls
ABB	Air Comm Corporation	Americas Silver Corporation	Artemis Vision	Baltimore Orioles	Black Hills Corporation	Caerus Oil and Gas	CFC Construction	Colorado Bioscience Association	Covenant Testing Technologies
Abiomed	Air Force Nuclear Weapons Center	Ames Construction	Arup	BAND-IT-IDEX	Black Mountain Sand	CAGE Civil Engineering	Chaffee County Habitat for Humanity	Colorado Department of Human Services	Covia Corporation
Able Grid Energy Solutions	Air Sciences	Amica Mutual Insurance	Ascent Geomatics Solutions	Barnard Construction Company	BlackRock	Cali English (Shenzhen China)	Charles Machine Works / Subsite Electronics	Colorado Department of Public Health and Environment	Credera
Abraxas Energy Consulting	Air Squared	Anadarko Petroleum Corporation	Ashley & Vance Engineering	Barr Engineering Company	BlackSky	California Resources Corporation	Charter Communications	Colorado Department of Transportation (CDOT)	Crescent Point Energy US Corp
ABS-American Bureau of Shipping	Airgas Intermountain	Anaren	Ashworth Leininger	Barrick Gold North America	Bloom Energy	California Steel Industries	Chesapeake Energy Corporation	Colorado Division of Water Resources	Crestone Peak Resources
Accenture	AK Steel	Anark Corporation	Aspect Energy	Baseline Engineering	Blount International	Calpine Corporation	CHE- McPherson Refinery	Colorado Engineering	Crimson Engineering Associates
Accurrence	Alamo Pressure Pumping	Anderson & Hastings Consultants	Assured Flow Solutions	BASF Corporation	Blue Origin	CalPortland	Churchill Navigation	Colorado Lighting	CrownQuest Operating
Acterra	Alan Plummer Associates	Andiamo	AstraZeneca Pharmaceuticals	Bastian Solutions	Blue Sky Energy Solutions	Cam Integrated Solutions	Cigna	Colorado Mechanical Systems	CSL Behring
Active Innovations lab	Alarm.com	Andrew Humphrey Engineering	ATI Flat Rolled Products	Bauen Studios	Blue Steel Real Estate	Camino Natural Resources	Cimarex Energy Co	Colorado Mountain Club	CTA
Activision	Alba Technologies	Anheuser-Busch	Atkinson Construction	Bayer	BlueShift	Campos de Agua	Cimarron	Colorado Oil & Gas Conservation Commission COGCC	CTL Thompson
ADA Technologies	Albemarle Corporation	Answer Engineering	ATwell	BCB Investments	BlueStamp Engineering	CAN/AM Technologies	Cisco Systems	Colorado PERA	CU Anschutz Medical Campus
Adamantine Energy	ALD NanoSolutions	Antero Resources	Augean Robotics	BCER Engineering	BMT	CANVAS Technology	Citigroup	Colorado School of Mines	CUAHSI
AdamWorks	Aldea Services	Apache Corporation	Aurecon	BD Diagnostics-Becton Dickinson	BNP Paribas	Capco	citrix	Colorado Springs Utilities	Cushman GeoScience
Adaptive Innovations	Alden Research Laboratory	Apex Companies	Autodesk	Beatport	BNSF Railway	CaptiveAire	City and County of Denver	Colorado State University	Custom Machining Corporation
Adjust-A-Grate	Allegion	Apex Engineers	Auxilio Management Services	Bechtel Bettis	Bodycote	Carbon Energy Corporation	City of Brighton	Colorado Water Trust	Custom Manufacturing Corporation
ADNOC-Abu Dhabi National Oil Company	Alpha Data	Apogee Engineering	Avalon Development Corporation	Behavior Analyst Certification Board	Boeing Company	CardConnect	City of Greeley	Columbine Logging	CVL Consultants of Colorado
Advance Tank and Construction	alpha-DNA	Appficiency	Avanade	Bell Labs Consulting	Bolder Industries	Carollo Engineering	City of Pueblo	Comcast Corporation	CyberGRX
Advanced Engineering Systems	Altius Space Machines	Appian Capital Advisory LLP	Avantes	Benteler Steel/Tube	Boom Supersonic	Carpenter Technology Corporation	City of Thornton	Community Sailing of Colorado	Cytxera
Advanced Material Solutions	Alvarez & Marsal Holdings	Apple	Avar Construction	Berry Petroleum Company	Booz Allen Hamilton	Carthage College	Clean Harbors	Complete Engineering Services	D Martin Enterprises
Advanced Technology Services	AM/NS Calvert	Applegate Group	AveXis	Best Engineering Technologies and Solutions	Boulter IQ	Case M&I	Clean Slurry Technology	Complete Solution Robotics	Dal-Tile Corporation
Advanced Terra Testing	Amazon.com	Applied Control Equipment	Avian/AUVSI	Bentel Steel/Tube	Boyer Sales & Service	Cashman Equipment Company	CLEARResult	Composite Technology Development	Darcy Partners
Advantest	Ambient Energy	Applied Flow Technology	Axtria	Best Engineering Technologies and Solutions	BP America	Castle Pines Metropolitan District	Cleveland Cliffs Natural Resources	Computronix	Dassault Systemes
Adventure Scientists	AMD Advanced Micro Devices	Applied Technology Association	Ayuda Companies	Benteler Steel/Tube	Braskem America	Caterpillar	ClickFox	Conde Nast	Davidson Technologies
AECOM	AM/NS Calvert	AppNexus	B&B Blending	Bery Petroleum Company	Braxton Technologies	Cator Ruma and Associates	Club Z! In-Home Tutoring	Condore Investors	DCM Science Laboratory
Aera Energy	Ambient Energy	ARCADIS-US	B2Gold Corp	Beyond Photonics	Bridger Coal Company	CBRE	CNPC-China National Petroleum Corporation	Condor Earth Technologies	DCP Midstream
Aerotek	American Association for the Advancement of Science	ARCADIS-US	B3 Insight	BETSOL	BridgeSat	CDM Smith	Coachman Energy	Confidential	Deck Tec Outdoor Designs
AES CORPORATION	American Block Manufacturing Company	ARCADIS-US	Baker Hughes a General Electric Company	bext360	Bright Energy Storage Technologies	CDPHE	Coalescence	Confluent Medical	Delek US Holdings
	American Cast Iron Pipe Company	ARCADIS-US		Beyond Photonics	Brinkmann Constructors	CDW	Cobham Corporate North America	Connects Workspace	Denbury Resources
	American Conservation Experience	Arch Coal		BGC Engineering	Brinks Engineering	Cementation USA	Code42	Connexa	DENSO Manufacturing
		ARCO National Construction		BGP Engineering	Bristlecone	CEMEX	Coding with Kids	ConocoPhillips	Denver Government
				BHP Billiton Petroleum Americas	Brown and Caldwell	Centennial Equipment Company	Cody Laboratories	Cook Medical Research	Denver Public Schools
				Big City Mountaineers	BRS Engineering	Centennial Resource Development	Coeur Mining	Coolscence	Denver Water Department
				Bishop-Brogden Associates	Bryan Consulting	Central Nebraska Public Power and Irrigation District	Coffman & Co	Cooling Tower Depot	Department of Energy-National Nuclear Security Administration
					Bryan Research & Engineering		Cogent	Corden Pharma Colorado	DePuy Synthes Products
					Bryant Consultants		College Drive-Baron Education	CoreLogic	

# PARTICIPATING COMPANIES

Dewberry Engineers	Electrosynthesis Company	Evergreen Slate Company	Framatome	Google	Henry Schein/Custom Milling Center	IHS Markit	JCAA Consulting Engineers	Knott Laboratory	Loenbro
Dexter Systems	Element Six Technologies	Evoqua Water Technology	Frank Recruitment Group	GPT Industries	Hensel Phelps Construction Co	Illinois Institute of Technology	Jefferson Academy Secondary School	Kobold Interplanetary Resources	Loesche
Diamondback Engineering and Surveying	Elevations Credit Union	Evraz Pueblo	Fransen Pittman General Contractors	Gracon	Hexagon Mining	IM Flash Technologies	Jefferson County Government	Koch (Mendel) Biological Solutions	Loewen Engineering
Dibble Engineering	Ellipse Analytics	Exponent	Freeport-McMoRan	Graham Contracting Ltd	High Precision Devices	IMERYS	Jefferson County Sheriff	Kodak Alaris	LogRhythm
DigitalGlobe	Ellwood Group (EGI)	Extraction Oil & Gas	Freese and Nichols	Grand Teton National Park	Highlands Ranch Metro District	IMI Precision Engineering	Jehn Water Consultants	Komatsu America Corp	Los Alamos National Laboratory
DISH Network	EM-Microelectronic US	ExxonMobil	Frito-Lay	Granite Construction	HighPoint Resources	iMotion	Jeppesen	Komatsu Mining Corp	LSI -Logical Systems
Distilling Craft	Emergent Trading	EY	Frontier-Kemper Constructors	Granta Design Ltd	Hilcorp Energy Company	Industria Partners	Johns Hopkins University	Korral Kool	LSPI-LiquidPower Specialty Products
Division of Energy and Minerals	Emerson	F&D International	Galaxy i Technologies	Gravity Renewables	Hildebrand Department of Petroleum and Geosystems Engineering at The University of Texas at Austin	Industrial Controls	Johns Manville	KPMG LLP	LT Environmental
DL Engineering	emew Corporation	F5 Networks	Galloway & Company	Great Hall Builders	HILGARTWILSON	Infosys	Johnson Controls	Kraemer North America	LTS Drafting & Engineering
DMC Biotechnologies	Employee Owned Holdings (EOH)	Facility Engineering Associates PC	Gaming Laboratories International	Great Lakes Environmental & Infrastructure	Hill Air Force Base	Infrastructure Engineers	Johnson Controls	Kratos RT Logic	Luck Companies
Doe Run Company	EMSL Analytical	Fanatics	Gas Technology Institute	Great Western Oil & Gas	Hitachi Consulting	Innovative Land Consultants	Jones & DeMille Engineering	Kumon	Lunar Outpost
Dohmen Life Science Services	EN Engineering	Fannie Mae	Gates Corporation	Greystar	Hitachi High Technologies America	Innovée Consulting	Jost Chemical Co	Kynes	Lytle Water Solutions
Dolan Integration Group	Encana Oil & Gas	Farnsworth Group	GBA Companies	Grifols	Holland & Hart	Institut de Chinie de la matiere Condense Universite de Bordeaux	JR Butler	Kyushu University	MA Mortenson Construction Company
Dominion Energy	Encision	Fast Enterprises	GCC of America	Grimmway Farms	Home Advisor	Institute for Computational Engineering and Sciences	JR Engineering	LabJack	Macedon Technologies
Dominos Pizza	Enduring Resources	FCI Constructors	GEI Consultants	Grossmont College	Honeywell	Institute for Telecommunications Sciences	JR Simplot Company	Labrador Systems	Mad Science of Colorado
Dorsey & Whitney LLP	EnergyLogic	Federal Energy Regulatory Commission	General Electric (GE)	Ground Engineering Consultants	Hotel Engine	Institute of International Education Fulbright Program	JT4	LafargeHolcim	Magotteaux
Dragados USA	Engage Mobilize	Federal Highway Administration-Central Federal Lands Highway Division	General Motors	Group14 Engineering	HPM	Institute of Molecular Science	Jviation	Lamp Rynearson & Associates	Mainstream Engineering
Drillinginfo	Engineering for Kids	Federal Reserve Bank of Kansas City	Genesis Alkali	Groveton Construction	HR Green	Institute of Molecular Science	Kahuna	Land Group	Manhard Consulting
DRP A Twining Co	Engineering Ministries International	FEI Engineers	Geocal	Guideline Geo Americas	Huffman Hazen Laboratories	Inteco PTI	Kaiser Permanente	Lane Construction Corporation	Manson Construction Co
DSST Public Schools	EnPro Industries	Feminist Majority Foundation	Geomega	Guidestar Optical Systems	Hunter Douglas	Integral Consulting	Kansas City Power and Light	LANGAN	Marathon
DW-National Standard	Enesco	Ferrari Energy	GeoStabilization International	Gustavson Associates	Huntington Ingalls Industries	Integrated Petroleum Technologies (IPT)	Karcher North America	Lawrence Berkeley National Laboratory	Marathon Oil Company
Dyno Nobel	Ensign	Ferrovial Agroman US Corp	Geosync Consultants	Gusto	Huntsman International	Integrity West	Keane Group	Lawrence Construction Company	Marathon Petroleum Company LP
Dyrasat Consulting	Entact	Fidelity Investments	Geotech Computer Systems	Guzman Energy	HyCAL Corp	Intel Corporation	KECI Colorado	Lawrence Livermore National Laboratory (LLNL)	Marcin Engineering
E-470 Public Highway Authority (PHA)	Envirocon	FIRST RF Corporation	Geotech Environmental Equipment	H+M Industrial EPC	Hyde Engineering Services	Intelepeer Cloud Communications	Keeling Curve Prize	Left Hand Robotics	Maria's Bookshop
Eagle Automation	Enviro-Drill	Fiserv	Geotechnical Resources (GRI)	HAL Extraction	HyET Hydrogen USA	IntelliProp	Keiser University	Legacy Health	Marquez Environmental Services
Eagle River Water and Sanitation District	Environment Colorado	FJA-US	Gerdau	Halker Consulting	Hygge Power	Interstate Highway Construction	Kennedy/Jenks Consultants	Lehigh Hanson	Martin Marietta Materials
Earth Science Agency	Environmental Defense Fund	Flatiron Corporation	GFZ German Research Centre for Geosciences	Halliburton	IX Power Clean Water	Invesco	Kenorland Minerals	Leitner-Poma of America (LPOA)	Martin/Martin
East China Mineral Exploration and Development Bureau	Environmental Protection Agency (EPA)	FirstBank	GH Phipps Construction Companies	Hamilton Construction Company	IBM Systems and Technology Group	IOFINA	Kenzan	Keysight Technologies	Martinez Associates
Eastman Chemical Company	Environmental Resources Management	Fiserv	GHG Corporation	HarperDB	HyET Hydrogen USA	IONEX Research Corporation	KGHM-Robinson Nevada Mining Company (RNMC)	Keiser University	Matador Resources
Eberl Claim Services	EOG Resources	Fidelity Investments	Gibson Arnold & Associates	Harris Corporation	Hygge Power	IPAX	Kickview Corporation	Kennedy/Jenks Consultants	Mathnasium of Arvada
ECC	EOS	Flint	Gilbane Federal	Harris Kocher Smith	IX Power Clean Water	IronStride Solutions	Kepler Associates	Kenorland Minerals	Matrix Design Group
ECM USA	EPA Environmental Research and Business Support Program	Flowserve Corporation	Global Environmental Products	Harrison Western Construction	IBM Systems and Technology Group	Irving Resources	Kiewit	Kepler Associates	Matrix Technologies
Ecolab Nalco	Epic Systems	FLSmidth	Global Power Solutions	Harvard Business School	iCAST-International Center for Appropriate and Sustainable Technology	Itasca Denver	Kimberly Clark	Kepler Associates	Maul Foster Alongi
EControls   FW Murphy Production Controls	Epiroc USA	FLSmidth Krebs	Global Shop Solutions	Hayward Baker	ICAST-International Center for Appropriate and Sustainable Technology	IWAPI	Kimley Horn and Associates	Kepler Associates	Maxar
EDI Ltd	Equinor	Fluor	Glorieta Geoscience	HCD Engineering	ICF International	J A Watts	Kineticorp	Kepler Associates	Maxwell Geosystems
EFCO Corporation	ERTMS Solutions	Forterra Building Products	GMT Exploration	HCD Engineering	ICF International	Jabil	King Abdullah City for Atomic and Renewable Energy	Kepler Associates	McCarthy
EHRA Engineering	ESCO Corporation	Four Corners Petroleum	Gogo Business Aviation	HDR Engineering	ICF Strategic Consulting	Jacobs	Kinross Gold Corporation	Kepler Associates	McKinsey & Company
El Pomar Foundation	Essential Management Solutions	Four Winds Interactive	Golden Aluminum	Head Rush Technologies	ICON Engineering	James W Fowler Co	Kleinfelder	Kepler Associates	McMillen Jacobs Associates
Electric Materials Company	eTuk USA	FourFront Design	Golder Associates	Health Care Service Corporation (HCSC)	ICR	JBS	KLJ	Kepler Associates	ME Engineers
Electrical Consultants	Eurasian National University	Fourpoint Energy	Goodbye & Associates	Health First	iD Tech Camps		Knightsold	Kepler Associates	Mead & Hunt
Electro Impact	Eurofins Test America	FracGeo		HealthCare Appraisers	Idaho National Laboratory		KnightHawk Engineering	Kepler Associates	Measurlogic
	Evergreen Research	FractureID		Helix Energy Solutions Group	Ignite Mental Health		Lockheed Martin	Kepler Associates	MEC-Mass Electric Construction Company
				Helmerich and Payne				Kepler Associates	Medecipher Solutions

# PARTICIPATING COMPANIES

MedKeeper	NASA Johnson Space Center	Noble Energy	Pacific Northwest National Laboratory	Platte River Power Authority	QC Data	Rocky Mountain Forest Products	Setter Roche LLP	Specialized Bicycle Components	Sustainable Power Systems
Medtronic	NASDAQ OMX	Nordstrom	Pala Investments Ltd	Play-Well TEKologies	QEP Resources	Rocky Mountain Nature Association	SGM	Specialized Engineering Solutions	Swanson Rink
Membrion	NASEM (The National Academies of Sciences Engineering Medicine)	North American Coal Bisti Fuels	Pan American Energy	Plexus	QSC Audio Products	Rocky Mountain Reagents	Shannon & Wilson	Specialty Granules	Swisslog
Mentor Graphics	National Institute of Standards and Technology (NIST)	North American Coal Corporation	PanXchange	Plus One Robotics	Qualtrics	Rocky Mountain Scientific Laboratory	Shaw Construction	Spectranetics Corporation	Switch
Meritage Midstream	National Instruments	Northfield Trading LP	Paragon Space Development Corporation	Plymouth Tube Company	Quantum Reservoir Impact	Rogers Group	Shell	Spectrum Aquatics	Systems Planning and Analysis
Merrick & Company	National Park Service	Northrop Grumman	Parker Aerospace	PolyOne Corporation	Quantum Water Consulting	Roundup River Ranch	Sheridan Ross PC	Spinfusion	Tait & Associates
Metcalf Archaeological Consultants	National Park Service/ Great Basin Institute	Northwestern Mutual	Parker Hannifin	Poudre Valley REA	Quest Integrity Group	RPM Global	Sherpa 6	SpotX	Tallgrass Energy Partners
Metro Wastewater Reclamation District	National Radio Astronomy Observatory	Northwoods Energy	Parker Water & Sanitation District	Powder7	Quick Supply	RS&H	Shimmick Construction/ AECOM Civil Construction	SQA Labs	TapHere Technology
Michael Baker International	National Renewable Energy Laboratory (NREL)	Notre Dame	Parsons	POWER Engineers	Ramboll US Corporation	RSM US	Short Elliott Hendrickson (SEH)	SRI International	Taylor Technologies
Michels Corporation	National Security Agency	NOV National Oilwell Varco	Particle Measuring Systems	Power Service of Colorado	Range Resources	Ruth Group	Sibanye Stillwater Mining Company	SRK Consulting	TDA Research
Microchip Technology	National Transportation Safety Board	NOV Quality Tubing	Partners In Performance	PQ Corporation	RARE Petro	S&P Global Platts-Bentek Products	Siefert Associates	SSR Mining	Teach Kentucky
MICRON TECHNOLOGY	Natural Soda (Enirgi)	Novelis	Parv Consulting	Precise Cast Prototypes & Engineering	Rastegar Law Group	Siemens Corporation	Siemag Tecberg	SSS a GIS Company	Teacher Education Alliance-Mines-UNC Partnership
Micropoint	Naval Surface and Air Warfare Center	NRG Energy	Paterson & Cooke	Precision Castparts Corporation (PCC)	Raytheon	Sierra Nevada Corporation	Siemens Corporation	Stack Metallurgical Services	TechnipFMC
Microsemi	Naval Surface Warfare Center	N-Science	Pathfinder Systems	Premier Oilfield Group	RCF Management	Sabreliner Aviation	Siemens Corporation	Staheli Trenchless Consultants	Technology Evaluation Centers
Mikron Corporation	Navigant Consulting	NuAxis Innovations	Patroness	Prescient	Reaction Engines	SAExploration	Sierra Nevada Corporation	Stanley Consultants	Telluride Ski & Golf Resort
Mile High Youth Corps	NAVSEA Naval Surface Warfare Center Indian Head Explosive Ordnance Disposal Technology Division	Nucor Steel	PCC Structuals	Pressure Safety Inspectors	Recondo Technology	Sage IT	Silver Bullet Water Treatment	Stantec Consulting	Tenaris
Milender White	NBC Universal	Nuventra Pharma Sciences	PDC Energy-Petroleum Development Corporation	Primus Aerospace	Red Nova Labs	SAK Construction	Simple Energy	Starfire Energy	Tendrill
MillerCoors	NCAR/UCAR	Nyrstar	Peabody Energy	Priple Energy Services	Redwood Materials	Salesforce	Sinton Instruments	State Farm Insurance	Terra Chem Lab
Milwaukee Tool	NEI Electric Power Engineering	Oak Ridge Institute for Science and Education (ORISE)	Peace Corps	Pro Craft Mechanical	ReedGroup	Salient Power Engineering	Sky Blue Builders	State of Colorado	Terracon Consultants
Mine Site Technologies	NEI Electric Power Engineering	Oak Ridge National Laboratory	Pearl Harbor Naval Shipyard & IMF	Progressive Consulting	Regis Company	Samasource	Skyworks Solutions	Steelscape	Terumo BCT
Minerals Technologies	NCAR/UCAR	Oakman Aerospace	Pemex	Prokarma	Reiloy USA	Samtec	SLR International Corporation	Sterisil	Tesla Motors
Minetek	NEI Electric Power Engineering	Oasis Petroleum	Pennsylvania Dept of Conservation and Natural Resources	Promega	Reinforced Earth	San Isabel Electric Association	SM Energy Company	Stolle Machinery Co	TestAmerica
Missile Defense Agency	NEI Electric Power Engineering	Occidental Oil & Gas-Oxy	Pennsylvania State University	Proofpoint	Renewable Energy Systems (RES)	San Juan Construction	Snapology of Golden	Stonebridge Consulting	Tetra Tech
Missouri S&T Office of Graduate Studies	NEI Electric Power Engineering	Oceana Gold Corporation	Perception Design Group	Propeller Aero	Resmetrics	Sandia National Laboratories	SNC Lavalin America	Stored Energy Systems	Texas Instruments
Misty Robotics	NEI Electric Power Engineering	Olin Corporation	Permontes Group	ProPetro	RESPEC	SAP	SNI Technologies	Strava	Thorlabs
MKS Instruments	NEI Electric Power Engineering	Olson Engineering	Pershing Gold	Prospect Life Sciences	Restruction Corporation	Saudi Aramco	Software Technology	Structural Group	Thyssen Mining
MobiDrop	NEI Electric Power Engineering	Olsson	Peterbilt	Protective Relay Engineering	Return Path	Savage Arms	Solana Beach Labs	Structural Integrity Associates	thyssenkrupp Industrial Solutions
Mobile Solutions	NEI Electric Power Engineering	OMNI-X	Petrotek Engineering Corporation	Protecto Wrap	Revolution Systems	Savannah River National Laboratory	Solar Turbines	Stupp Corporation	Tierra Group International
Montrose Environmental Group	NEI Electric Power Engineering	One Energy	Philips	Protectwise	Reynolds Polymer Technology	SBE	Solvay Chemicals	STV	TimeSeries
Moral Fiber	NEI Electric Power Engineering	One Network	Phillips 66	Proteus Snowboards	RG and Associates	Schlumberger Technology Corporation	Sopheon Corporation	Subsurface & Tunnel Engineering	Timken Steel
Morley Builders	NEI Electric Power Engineering	OnStore	Phillips and Jordan	Providence Infrastructure Consultants	Rhyolite Engineering	Schnabel Foundation Company	Sopris Engineering	Subtronics India	Tinker Air Force Base Engineering
Mott MacDonald	NEI Electric Power Engineering	OppenheimerFunds	Pie Consulting & Engineering	Provost & Pritchard Consulting Group	Ricoh	Schnabel Foundation Company	South Carolina Department of Transportation (SCDOT)	Suez Water Technologies and Solutions	Titleist Golf Clubs
Mount Sopris Instrument Company	NEI Electric Power Engineering	OptTek Systems	Pigler Automation	Proxess	Ridgeline Engineering Company	Schott	Southern Adams County Water	Suited Connector	TLH PE
Mountain Blue	NEI Electric Power Engineering	Oracle Corporation	Pinyon Environmental Engineering	PSI	Riivos	SCI Engineering	Southern Company	Summit Engineering Services	TMC Design Corporation
Mountain High Mechanical	NEI Electric Power Engineering	ORAU	Pit Vidura	PTT Exploration & Production (PTTEP)	Rincon Research Corporation	Scientific Drilling Int'l	Southern Nevada Water Authority (SNWA)	Summit Materials	TMMI-Powered by Gray Matter
Mountain Parks Electric	NEI Electric Power Engineering	ORICA USA	Pitney Bowes	Public Education and Business Coalition	Rio Tinto	Sciex	Southern Ute Growth Fund	Summit Midstream	Tom Bratton
Muller Engineering Company	NEI Electric Power Engineering	Ormat	Pivotal Software	Pueblo West Metropolitan District	Rise & Shine Construction	Scout Clean Energy	SpaceX	Suncor Energy USA	Tomra Sorting Solutions
Murphy Company: Innovative Mechanical Engineering Solutions	NEI Electric Power Engineering	Osisko	Platt College-Aurora	Puget Sound Naval Shipyard	RJH Consultants	Seagate Technology	Spark Grills	Sundt Construction	Torus Americas
Murray Energy Corporation	NEI Electric Power Engineering	OSisoft		PXG	RK Mechanical	SEAKR Engineering	Special Aerospace Services	Sundyne Corporation	Total Petrochemicals USA
NASA Glenn Research Center	NEI Electric Power Engineering	OWP-Office of Water Prediction		Q3 Contracting	RMH Group	SeeUnity	Special Metals Corporation	SunPower Corporation	Tower Engineering Professionals
	NEI Electric Power Engineering	P&G-Procter & Gamble			RMI-Rocky Mountain Instrument Co	Segrity		Superior Construction	
	NLMK	P2 Energy Solutions			Rockwood Equity Partners	SEMA Construction			

# PARTICIPATING COMPANIES

Toyota Motor Engineering & Manufacturing North America	University of Colorado Law School	US Forest Service-Rio Grande National Forest	Visiopharm	Wilson Water Group
Trace Integrated Geophysics	University of Colorado School of Medicine	US Geological Survey (USGS)	Vista Engineering Group	Wirtgen Group America
Trade Desk	University of Denver	US Geological Survey National Geospatial Technical Operations Center	Vista GeoSciences	Wiss Janney Elstner Associates
Transamerica	University of Illinois at Urbana-Champaign	US Marine Corps Officer Programs	Vita linata Technologies	WL Gore
TransCore-Amtech	University of Indianapolis	US Navy	Vitro Biopharma	Wolf Electronics
Transportation Technology Center (TTCI)	University of Oregon	US Navy Program Management Office Strategic Systems Programs Flight Systems	Vortek Instruments	Wolf Robotics
TransVac Systems	University of Southern California	US Patent and Trademark Office	Vulcan Materials Company	Women of Renewable Industries and Sustainable Energy (WRISE)
TRAX International	University of Wisconsin-Madison	US Recycling Equipment	W W Wheeler and Associates	Wood
Traylor Bros	Update International	US Silica	Wadsworth Control Systems	Wood Group ESP
Trelleborg Sealing Solutions	UQM Technologies	US Steel Corporation (USS)	Wagenlander & Heisterkamp	Woodridge Software
Trihydro Corporation	Urban Drainage and Flood Control District	US Water	Wallace Engineering	WoodRiver Energy
Trimble LTD	Ur-Energy	USDA Forest Service	Walsh Group	Woodward
Trinidad Benham Corporation	URL Integration	USG Corporation	Walt Disney World	Woot Math
Tri-State Generation and Transmission Assn	URSA Operating Company	Utility Mapping Services	Ware Malcomb	Workday
Triunity	US Air Force	Vaisala	Washington River Protection Solutions	Wowza Media Systems
Truu	US Air Force Civil Service Careers	Valero Energy Corporation	WE O'Neil Construction	WPX Energy
Tudor Pickering Holt & Co	US Army	Valhalla Engineering Group	Weatherford International	WSP USA
Turkish Petroleum	US Army Aeromedical Research Laboratory	Valkyrie Resources	Weaver Consultants Group	Wunderlich-Malec Engineering
Turner & Townsend	US Army Aviation & Missile Research Development and Engineering Center (AMRDEC)	Valyant AI	Webber	Wunderman Thompson Mobile
Turner Construction	US Army Corps of Engineers	Vanderbilt University	Weber Metals	Wyco
TutorMe	US Army Engineer Research and Development Center	Vanlife Customs	Webroot Software	XCEL Energy
Tyler Technologies Eagle Division	US Department of Energy (DOE)	Vapor Tech	Weir Group	Xilinx
Utah Basin Technical College	US Dept of Energy Office of Indian Energy Policy and Programs	Vector Scientific	WellData Labs	XorFox
Ulteig	US Dept of Interior Bureau of Land Management	Velentium	Wells Fargo Bank NA	XTO Energy
Ultra Petroleum	US Dept of Interior Bureau of Reclamation	Velocity Services	WESTAF	Yeh Associates
Underground Construction Co	US Dept of the Interior Bureau of Indian Affairs	Veolia	Western Engineers & Geologists	YTC America
Unicircuit	US Dept of Transportation	Veracity Forecasting & Analyst	Western Industrial Contractors	Zachry Construction Corporation
United Coal Company	US Dept of Transportation (Western Federal Lands Highway Division)	Verifi Dental	Western Mesquite Mines/Equinox Gold	ZAP Engineering
United Launch Alliance	US Environmental Protection Agency (EPA)	Vermeer Corporation	Western States Fire Protection	Zayo
United NRG		Vertafore	WesTest	Zen Planner
United Parcel Service (UPS)		Vertiv	Westmoreland Coal Co	Zeta Associates
United States Gypsum Company		Vescent Photonics	Westwood Marketing	ZF North America
Universal Achievement Tutoring and Coaching		Vestas American Wind Technology	Westwood Professional Services	Zijin Mining China
Universal Robots		Vetegrity	Wilcoxon & Barton	Zimmer Biomet
University of Arizona		Vexcel	Wildermuth Environmental	Zion Engineering
University of California-Santa Barbara		Viking Forge Corporation	Williams Companies	Zivaro
University of Colorado at Boulder		Vine Laboratories	Wilson & Company Engineers & Architects	Zormelo and Associates

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extends a heart-felt *thank you* to the organizations that provide direct contributions to support professional development activities and enhance many services for Mines students this year.



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All of the information provided in this annual report, along with more detailed breakdowns, is available online at **<https://ir.mines.edu/data-visualizations>**. Contact the Mines Career Center for more information, assistance, or support.

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