

Career Services Annual Report

2024–2025

COLGATE UNIVERSITY

Career Services

Dean of the College



Kurt Wright '81 addresses students during Sophomore Connections

The 2024–2025 academic year marked the first graduating class that experienced a full complement of programs and workshops of Colgate's four-year career development plan, launched in 2020. At the time of their commencement, all but 11 seniors had utilized Colgate's career resources, while 90% of the class had partnered with the Career Services team to engage in individualized action planning. This engagement profile is noteworthy when compared to the 65–70% average noted by most recent professional association studies (*College Pulse/Inside Higher Ed*).

THE COLGATE NETWORK

Three-quarters of the Class of 2025 leveraged Career Services to learn to network and connect with alumni and employers through initiatives the team facilitated.

A hallmark of Colgate's career development plan is its instigation of strong career preparation by the entire student body. In the past year, through over 15,000 touchpoints, more than 2,500 individual students took advantage of workshops, advising, or other initiatives. This included 82% of first-year students and 92% of sophomores — the highest participation rates for these class years — while this year's seniors' engagement outpaced last year's class by more than 100 students.

High-Impact Early Engagement Initiatives

Postgraduate career outcomes start with students' early and frequent connections to career exploration and skill-building opportunities. Alumni are instrumental partners, modeling the breadth of paths Colgate students can pursue. The following initiatives highlight the impact of nearly 800 alumni volunteers' contributions:

Career Exploration Week panels introduced more than 260 first-years and sophomores to broad professional pathways in creative fields, quantitatively focused work, business functions, health and wellness careers, careers with a social impact, and science-based careers.

In **Alumni Career Conversations**, more than 500 students learned exploratory networking techniques before being matched with a Colgate graduate for an informational interview over winter recess.

Alumni Council members co-hosted networking events alongside 121 panelists during Colgate's 13th annual **Sophomore Connections**. More than 450 students participated over two days in industry panels, internship search skill-building, and networking practice sessions.

Industry-focused programming throughout the year supported students who explored and prepared for a variety of career fields. A sampling of this year's programs included:

In preparation for the sophomore banking recruiting cycle, students engaged in a **four-part finance series** kicked off by Noah Wintroub '98, global chairman at JPMorgan Chase & Co.

The biannual **Michael J. Wolk '60 Conference on Medical Education** engaged alumni and students in panels and networking to explore health profession pathways and their challenges.

The **consulting boot camp series**, co-sponsored by L.E.K. and Jeff Cloetingh '05, prepared students for case interviewing. Those who attended all sessions were partnered with a mentor from L.E.K. to guide them in the recruiting process.

MUSE-ing About Career Paths in Museums brought together professionals from University Museums, Museum Studies, and Career Services to help students explore this field.



LEFT TO RIGHT:
Sophomore
Connections
keynote
dinner; Noah
Wintroub '98's
Introduction to
Banking



BOTTOM:
Wolk
Conference
on Medical
Education

Experiential and Skill-Development Initiatives

As juniors and seniors narrow their focus, so do Career Services coaching sessions, advanced skill-based workshops, and programmatic offerings.

Colgate-Tuck Business Bridge Program

A new partnership with Dartmouth's Tuck School of Business supported 25 students in the business bridge program hosted on Colgate's campus over winter break. Through the generosity of Giovanni '94 and Maree Cutaia, 10 of these students participated with full financial scholarships.



Student presentation during the 2025 Colgate-Tuck Business Bridge Program

Microcredential Initiative

Career Services enrolled nearly 375 students — a 33% increase from last year — in 519 skills-based courses, seminars, and credentialing programs through the Microcredential Initiative. Students selected from 20 courses or seminars curated by the team or identified an independent option of their choosing that aligned with their industry interests. Through the support of the Robert A. Fox '59 Management and Leadership Skills Program, the Alan Greene '51 Investment Studies Program, and the Walters Family Fund, enrollment for all aided students was fully subsidized; partnerships with vendors significantly decreased the fee for all others.

Career Services Internship Funding

This summer, Career Services provided nearly \$433,000 in grants to 106 students to support their participation in internships, research, service projects, and skill development opportunities. Summer funding is 100% donor-funded and made possible by the following funds: Career Services' Internship; Brill-Milmoe; Browning Family; Classes of 1966, 1968, 2015, and 2016; the Colgate Family; Conroy; Cutaia; DeLuca Family; Furstein Family; Galvin; Jacobs; Jacobstein and Jacobstein-Zimmerman; Killingstad; Lecky; Levine-Weinberg; Milhomme; Miller; St. Pierre; Roell; and Watson.

MICROCREDENTIAL OFFERINGS

Adobe: InDesign, Illustrator, and Photoshop

Excel: Basic or Intermediate

ULI Foundations of Real Estate

Harvard Business School Online:

AI Essentials for Business

Alternative Investments

Credential of Readiness (CRe)

Digital Marketing Strategy

Entrepreneurial Marketing

Entrepreneurship Essentials

Strategic Financial Analysis

Sustainable Investing

Project Management 101

Python Fundamentals

SQL: Basic or Advanced

Training the Street Valuation



Tommy Melgoza '26 on the beat during his newsroom internship with FOX 32 Chicago



Barbara Gonzalez Fuentes '25 (left) volunteering as an environmental educator with Nature Connect in Cape Town, South Africa

FUNDING EXPERIENCES

\$773,177

Total dollars awarded for summer internship grants or microcredential training (for more than 650 students)

Jim P. Manzi '73 Fellowship

Twelve Manzi Fellows will gain internship experience this summer in select Boston-based nonprofit organizations focused on issues of hunger and homelessness, access to medical care, and education.

John A. Golden '66 Fellowship

The Golden Fellowship provides comprehensive pre-professional advising, programming, and funding support for Colgate's top pre-medical and pre-law students. With the addition of 13 inductees this spring, the cohort now includes more than 88 students and alumni.

Graduate School Access Fund

This spring, this initiative reached an exciting programmatic threshold of having supported more than 100 high-achieving, first-generation, and other historically disadvantaged students to pursue graduate education. This year's 13 junior inductees are also joined by a new faculty co-director, Professor Brenda Sanya, who collaborates with the Career Services team to lead a three-semester advising experience. Students utilized grant funding for standardized testing preparation, application fees, and travel to interview at or visit potential schools.



Manzi Fellows, Lucy Babat '26 (left) and Josephine DeBono '26, interned at Women's Lunch Place in Boston, focused on advocacy and direct care of clients in the resource center and kitchen.

GOLDEN FELLOWSHIP

Golden Fellow Chayce Canty '27 participated in Colgate's Washington, D.C., Study Group, interning at Cornerstone Government Affairs, and will expand her global perspective by studying in Cape Town, South Africa, focusing on human rights and migration.



GRADUATE SCHOOL ACCESS FUND

Anthony Garcia '25, a Graduate School Access Fund recipient, is a first-generation QuestBridge scholar dedicated to advancing education within immigrant communities. He will pursue a master's in public policy at UCLA starting this fall.



Employer Development

Over the past year, the Career Services employer relations team cultivated formal partnerships across a wide range of employers and aligned Colgate's formal program, Colgate *Premier*, with the pace and trends of contemporary collegiate recruiting. These efforts led 216 companies and organizations to formally recruit Colgate talent.

Premier employers hosted 93 events (e.g., info sessions, coffee chats) connecting students with recruiters and alumni, and posted more than 1,500 jobs and internships. Colgate students had access to apply to an additional 225,000 internships and jobs through Handshake — a marked uptick from the 22,782 postings that the employer relations team offered in 2020–2021.

NEW PREMIER EMPLOYERS

62

organizations joined the Colgate Premier program this year, including Bond, Schoeneck & King; Boston Children's Hospital; ICF; Ruder Finn; and the Corning Museum of Glass.

2024–25 Colgate *Premier* Recruiting Partners

Abbott	Duke University, Fuqua School of Business	Metropolitan Opera	Sloane & Company
AbbVie	Dunne Goodwin	Midstory	SMBC
ADHD & Autism Psychological Services and Advocacy	East Wind Advisors	Morgan Stanley	Smithsonian Institution
Aflac	Elise Stefanik for Congress	Mound Cotton Wollan & Greengrass	Smithsonian National Museum of African American History and Culture
AGC Partners	Epic	National Institutes of Health	Snowflake
AGL	Ethical and Sustainable Sourcing	National Life Group	Spencer Stuart
AlphaSights	Evercore	National Student Leadership Conference	St Louis Black Repertory Company
American Association of People with Disabilities	Evergreen Strategy Group	NBCUniversal	Stifel
American Heart Association	Everson Museum of Art	NBT Bank	Strategies for Wealth
American High	Excellus BlueCross BlueShield	NEOS Investments	Success Academy Charter Schools
Apogee Adventures	EY	NERA Economic Consulting	Summer on the Cuyahoga
Ares Management	EY-Parthenon	Neuberger Berman	Teach for America
Ashby Law	Fabric	New York County District Attorney's Office	Teneo
Associated Press	Falcon	New York State Democratic Party	The American Red Cross
Atlantic Testing Laboratories	Federal Bureau of Investigation	New York State Democratic Senate Campaign Committee	The Baker Center for Children and Families
Atlas Holdings	Fiver Children's Foundation	New York State Department of Civil Service	The Corning Museum of Glass
August	Forest Foundation	New York State Insurance Fund	The D.E. Shaw Group
Bank of America	Fross Zelnick Lehrman & Zissu	New York State Office of the Attorney General	The Gotham Film and Media Institute
Barclays	FTI Consulting	NIL Squad	The Grace Children's Foundation
BigBear.ai	Fund for the Public Interest	Northwell Health	The IDW Group
Blue Ridge Labs @Robin Hood	German American Exchange	NYS Center of Excellence for Food and Agriculture at Cornell AgriTech	The Nature Conservancy
BMO Financial Group	Goldman Sachs	NYS Department of Health	The New England Center for Children
BNP Paribas	Goss Associates	Office of Congresswoman Elise Stefanik	The Paley Center for Media
Boll & Branch	Grassroots Grocery	Oracle	The Riverside Company
Bond, Schoeneck & King	Green Corps	Overland Summers	True
Boston Children's Hospital	Guidepoint	Peabody Museum of Natural History at Yale University	Tuck Business Program at Dartmouth College
Boston Health Care for the Homeless Program	Hall Capital Partners	Peace Corps	UBS
Bracewell	HarperCollins Publishers	Pegasystems	University at Buffalo, State University of New York
Bryant Park Corporation/34th Street Partnership	Haven Capital	Penguin Random House	U.S. Department of State
Bullish	Health Research, Inc.	Perpay	U.S. Environmental Protection Agency
Cadent Consulting Group	Healthy Babies, Happy Moms Inc.	PIRG	U.S. Navy
Camp Akeela	Heidelberg Materials	PivotGen	USA for UNHCR
Camp Moosilauke	Henry's Fork Foundation	Point O'Pines Camp for Girls	USDA Animal and Plant Health Inspection Service
CampusReel	Hershey Entertainment & Resorts	Prep for Prep	USDA Natural Resource Conservation Service
Carney, Sandoe & Associates	HubSpot	Project Rousseau	VA New Jersey Health Care System
Cato Institute	ICF	Prosek Partners	Veeva Systems
Chapel Hill-Chauncy Hall School	ImageFirst HealthCare	PSP Investments	Voices Center for Resilience
Charles River Laboratories	Infosys	PVE	Wayfair
Chimera Securities	Invesco	Pyramid Management Group	WeTheHobby
Citi	Iron Road Partners	Quest Diagnostics	XPRIZE Foundation
City Year	Islamic Scholarship Fund	RBC Capital Markets	Yale Social and Affective Neuroscience of Autism Lab
Civic Influencers	Jefferies	Realterm	ZS
Close Concerns	Jennison Associates	Reckitt	
CohnReznick	JPMorganChase	Red Ventures	
Colliers	Kiwimbi International	Reevemark	
Colorado Department of Corrections	Latham & Watkins	Revantage, A Blackstone Real Estate Portfolio Company	
Columbia University School of Professional Studies	L.E.K. Consulting	RF Binder	
Community Memorial Hospital	Live Nation Entertainment	Roux Associates	
Compass	Lord, Abbett & Co.	Ruder Finn	
Cornell AgriTech	M&T Bank	Russell Reynolds Associates	
Cornell Summer Scholars Program	Macquarie	SAP America	
Cornerstone Government Affairs	Magnetar	Saw Mill Capital	
Cravath, Swaine & Moore	Marketbridge	Seurat Group	
Crédit Agricole	Masonic Medical Research Institute	Seward House Museum	
Cresa	Massachusetts General Hospital, Center for Women's Mental Health	Shea & Company	
Cushman & Wakefield	Matthews Real Estate Investment Services	SimpleStudyingAI	
Department of Homeland Security	Meat Commodities Inc.		
dQ&A Market Research	Medline Industries		
	Memorial Sloan Kettering Cancer Center		

Postgraduate Outcomes

With an 89% knowledge rate, 97% of respondents from the Class of 2024 secured employment, graduate or professional school admission, a military commission, a fellowship, or a scholarship within nine months of graduation. This compares to an 85% national average outcomes rate (National Association of Colleges and Employers). Barclays, Massachusetts General Hospital, and the National Institutes of Health hired the largest number of seniors, whereas Colgate University, Columbia University, and the University of Pennsylvania were the most common graduate programs into which students were admitted. Outcomes dashboards are available at colgate.edu/firstdestinations.



COLGATE SUCCESS

97%

of the Class of 2024 respondents secured a postgraduate opportunity

MEDICAL AND LAW SCHOOL ACCEPTANCES

80%

of Colgate applicants were admitted to medical school (national average 43%)

84%

of Colgate applicants were admitted to law school (national average 69%)

Class of 2024 Outcomes

Following graduation from Colgate, the Class of 2024 is pursuing a wide range of employment and graduate study.

Top industries: Advocacy; Consulting; Consumer Goods and Products; Education; Finance; Law; Medicine; Science and Energy; Sports; Technology.

Top graduate areas of study: Biological and Life Sciences; Business; Law; Medicine and Nursing; Physical, Chemical, and Earth Sciences; Public Affairs and Policy.

CLASSES OF 2020–24 OUTCOMES

	2020	2021	2022	2023	2024
Employed	73.7%	76.9%	79.7%	77.0%	75.1%
Graduate School	18.7%	21.3%	17.3%	17.4%	19.8%
Volunteer Service	0.4%	0.0%	0.0%	0.4%	0.3%
Fellowships	0.9%	0.5%	0.6%	1.2%	1.3%
Traveling	0.0%	0.0%	0.3%	0.4%	0.0%
Other*	0.8%	0.5%	0.2%	1.3%	0.5%
In Transition/Seeking	5.5%	0.8%	1.9%	2.3%	3.0%
Total Knowledge Rate**	89.8%	88.0%	90.1%	92.3%	89.4%
	658/733	618/702	681/756	684/741	635/710

* Includes military service and care for family members.

** Percentage of graduates for whom verifiable self-reported, employer-reported, or public data exists six to nine months post-graduation.

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