THE U.VA. SCHOOL OF ENGINEERING AND APPLIED SCIENCE

CENTER for ENGINEERING CAREER DEVELOPMENT

2013 CAREER DEVELOPMENT REPORT

University of Virginia
School of Engineering and Applied Science
**The Center for Engineering Career Development** is pleased to share with you the results our students experienced in the 2012-13 academic year. This report summarizes our career development activities and reports employment and salary information involving our students in the School of Engineering and Applied Science.

The mission of Engineering Career Development is to directly serve the engineering students through professional career advising and counseling and to provide activities and resources that are significant to their career management processes. We believe that our graduates achieved success in moving into career positions or on to graduate programs. The increase in company participation in the 2013 fall career fair leads us to believe the coming hiring season will be very promising for our 2013-2014 Engineering graduates.

We offer our sincere thanks to the many organizations that offered career opportunities to those electing to enter corporate America and to the many outstanding universities that admitted those students wishing to pursue graduate programs.

Barry Johnson  
Interim Director

Frances H. Hersey  
Associate Director

Peggy Reed  
Employer Relations Manager

Heather Palmer  
Career Counselor

Bobbe Nixon  
BioMed/Chemical/NanoMed Internship/Job Administrator

For more information, visit the Center for Engineering Career Development online at www.seas.virginia.edu/careerdevelopment or e-mail us at engineeringcareers@virginia.edu.
The Center for Engineering Career Development assists undergraduates, graduate students and alumni with all aspects of career planning including choosing a major/career, exploring career-related interests, developing effective job search strategies, applying to graduate schools or changing careers. Our primary mission is to help students integrate their academic and career interests, as well as develop lifelong career management skills.

### Career Fair Activities

- **Engineering Career Days**  
  September 17 – 19, 10 a.m. – 3 p.m.  
  Newcomb Hall, 3rd Floor

- **Commerce Career Days**  
  September 11,  a.m. – 3 p.m.  
  John Paul Jones Arena

- **Professional and Graduate School Fair**  
  September 25, 12 p.m. – 4 p.m.  
  Newcomb Hall, 3rd Floor

- **Fall Job and Internship Fair**  
  November 6 – 7, 10 a.m. – 3 p.m.  
  Newcomb Hall, 3rd Floor

- **Spring Job & Internship Fair**  
  January 29 – 30, 10 a.m. – 3 p.m.  
  Newcomb Hall, 3rd Floor

- **Spring Engineering Career Days**  
  February 4 – 5, 10 a.m. – 3 p.m.  
  Newcomb Hall, 3rd Floor

- **Government and Nonprofit Career Expo**  
  February 21, 10 a.m. – 3 p.m.  
  Georgetown University, Leavey Center

### Business Sectors Represented:

### Counseling and Educational Programming

Our staff is available for walk-in hours daily from 9:30–11:00 a.m. and by appointment from 8:00 a.m. to 6:00 p.m. during the semester. Workshop topics include: job search skills, resume preparation, interview preparation (behavioral, technical, and case), creating a LinkedIn profile, networking, evaluating job opportunities, and off-Grounds job search strategies to identify internships and full time opportunities. Additional workshops address financial management following college, transition to the work place, and job search strategies for international students. First year programs target self-assessment and discovery, developing a professional resume, and learning about our resources. Alumni are eligible to use all the services provided by our office.
About the School of Engineering and Applied Science

A Brief Look At SEAS
The School of Engineering and Applied Science (SEAS) is the second largest school at the University of Virginia. The University of Virginia is the second highest ranked public national university according to the US News and World Report’s recent annual listing of the top 50 universities for the 6th consecutive year. The Graduate School of Engineering and Applied Science is ranked 39th and is identified as a top tier/key-recruiting source by many of the top 100 Fortune 500 companies.

Our Students
The engineering school prides itself in developing well-rounded students destined to become the leaders of tomorrow. Our students are professionally oriented with rich and diverse backgrounds. Thirty-one percent of our students are women and twenty-nine percent are members of a minority. The average SAT score of our entering first-year students is 1420. Their education at the University of Virginia is broad, technically strong, with an understanding of technology’s role in society, coupled with outstanding communication skills. The school grants over 650 undergraduate degrees, and over 200 graduate degrees per year.

The School
The degree of Bachelor of Science is granted in ten majors. Undergraduates may select one of eight minors. SEAS offers programs leading to the degrees of Master of Science and Master of Engineering, as well as the Doctor of Philosophy degree in ten curricula. Interdisciplinary research is carried out through forty-five research centers, laboratories, and consortia. All curricula are accredited by the Southern Association of Colleges and Schools. The professional engineering programs are accredited by the Accreditation Board for Engineering and Technology (ABET), the accepted national agency for accrediting curricula in engineering. The school has thirty-one student organizations.

2012–2013 SEAS Recruiting Highlights
- More than 1508 engineering interviews were conducted On-Grounds during the 2012–2013 recruiting season
- 55% of undergraduate students in the Class of 2013 reported their post-graduate status

Undergraduate Students
Of the 55% reporting...
- 59% reported employment
- 15% reported graduate school attendance
- 15% reported currently seeking as of Summer 2013

- 45% of engineering students who accepted offers utilized services provided through the Center for Engineering Career Development and University Career Services (including Engineering Career Days, On-Grounds Interviewing (OGI), CAVLink job listing, and weekly email from Engineering Career Development)
- Over 169 unique companies attended the Center for Engineering Career Development’s Career Fairs in 2012–13

Student’s Top Choice of Employers
- Microsoft
- Accenture
- Deloitte
- Booz Allen Hamilton
- GE
- Amazon
- BIT Systems
- Capital One
- Clark Construction
- United States Navy
- Whiting Turner
According to an article from CNN Money, 43 of the 100 best jobs in America are engineering jobs. Our students benefit from a comprehensive education that enables them to become leaders in engineering, industry, government and countless other arenas.

**Consistently out-performing the national averages for starting salaries**, U.Va. School of Engineering and Applied Science (SEAS) graduates are not only technically skilled—they are strong critical thinkers, analytical problem solvers and articulate communicators. Through hands-on internships, independent research and design projects, and innovative programmatic opportunities, like the engineering business minor and an emerging entrepreneurship concentration, our students develop the ability to manage a project from start to finish, preparing them for success in any field.

**But don’t take our word for it – look at the numbers!**

In nearly every category, 2013 U.Va. Engineering graduates are earning significantly higher salaries right from the start than their cohorts across the nation. The median salary for the class of 2013 was $66,323.

**Bachelor of Science (B.S.)**

<table>
<thead>
<tr>
<th>Engineering Majors</th>
<th>SEAS Median</th>
<th>SEAS Average</th>
<th>National Average**</th>
<th>SEAS Ranges</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace Engineering</td>
<td>$64,000</td>
<td>$64,000</td>
<td>$63,000</td>
<td>$63,000–$65,000</td>
</tr>
<tr>
<td>Biomedical Engineering</td>
<td>$70,000</td>
<td>$64,000</td>
<td>$46,900</td>
<td>$55,000–$73,000</td>
</tr>
<tr>
<td>Chemical Engineering</td>
<td>$64,992</td>
<td>$64,992</td>
<td>$66,900</td>
<td>$3,600–$97,000</td>
</tr>
<tr>
<td>Civil Engineering</td>
<td>$55,000</td>
<td>$55,717</td>
<td>$59,000</td>
<td>$50,000–$73,000</td>
</tr>
<tr>
<td>Computer Engineering</td>
<td>$81,950</td>
<td>$81,950</td>
<td>$70,300</td>
<td>$61,000–$100,000</td>
</tr>
<tr>
<td>Computer Science</td>
<td>$80,000</td>
<td>$80,948</td>
<td>$64,100</td>
<td>$55,000–$70,000</td>
</tr>
<tr>
<td>Electrical Engineering</td>
<td>$65,000</td>
<td>$64,156</td>
<td>$62,500</td>
<td>$48,000–$75,000</td>
</tr>
<tr>
<td>Engineering Science</td>
<td>$60,000</td>
<td>$69,040</td>
<td>$60,000</td>
<td>$45,000–$67,000</td>
</tr>
<tr>
<td>Engineering Physics</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Materials Science</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Mechanical Engineering</td>
<td>$60,500</td>
<td>$61,950</td>
<td>$63,000</td>
<td>$42,000–$100,000</td>
</tr>
<tr>
<td>Systems Engineering</td>
<td>$65,000</td>
<td>$64,967</td>
<td>$60,300</td>
<td>$45,000–$75,000</td>
</tr>
<tr>
<td>Average</td>
<td>$66,323</td>
<td>$64,078</td>
<td>$62,062</td>
<td></td>
</tr>
</tbody>
</table>

*Of those reporting salary data.

**Summary of Acceptances by Industry Sector**

- Aerospace: 43
- Consulting Services: 10
- Financial Services: 49
- Government Agency: 12
- Defense Contractor: 3
- IT/Services: 12
- Manufacturing: 8
- Sales/Marketing: 6
- Biotech/Biomedical: 6
- Electronic/Electrical: 3
- Environmental/Green: 6
- Engineering Service: 22
- Comp Hardware/Software Design or Dev: 33
- Energy: 6
- Service/Non-Profit: 2
- Other: 2

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**Summary of Acceptances by Industry Sector**

- Engineering Career Fairs: 24%
- Summer Job / Internship: 11%
- Direct Contact with Employer: 11%
- Referral (i.e. faculty, friends): 8%
- Networking: 16%
- On-Grounds Interviewing (OGI): 10%
- CAVLink Job Listing: 9%
- Other: 2%
- Internet Site: 7%

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**Initial Sources for Offers Accepted**

**Engineering Career Fairs: 24%**

**Summer Job / Internship: 11%**

**Direct Contact with Employer: 11%**

**Referral (i.e. faculty, friends): 8%**

**Networking: 16%**

**On-Grounds Interviewing (OGI): 10%**

**CAVLink Job Listing: 9%**

**Other: 2%**

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**Summary of Acceptances by Industry Sector**

- Academic: 10
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- Energy: 6
- Service/Non-Profit: 2
- Other: 2

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**Base Salary Analysis by Major and Degree: Class of 2013**

- Aerospace Engineering: $64,000
- Biomedical Engineering: $70,000
- Chemical Engineering: $64,992
- Civil Engineering: $55,000
- Computer Engineering: $81,950
- Computer Science: $80,000
- Electrical Engineering: $65,000
- Engineering Science: $60,000
- Engineering Physics: N/A
- Materials Science: N/A
- Mechanical Engineering: $60,500
- Systems Engineering: $65,000
- Average: $66,323

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**As determined by the National Association of Colleges and Employers in its September 2013 issue of Salary Survey.**
Decision Factors for Acceptance of Offer

Factors were ranked from 1 to 11 with 1 being the highest.

- Assistance toward obtaining a Graduate Degree: 1%
- Size of organization: 1%
- Internships: 7%
- Diversity of work environment/culture: 3%
- Compensation/Salary: 4%
- Advancement opportunities: 4%
- Reputation of company: 6%
- Nature of the work presented to you: 49%
- Technical environment: 18%
- Lifestyle (location, proximity to family, climate, etc.): 18%
- Nature of the work presented to you: 7%

Organizations with Top Reported Acceptances for Engineers

A growing number of government and private sector firms - in fields ranging from information technology consulting and computer software systems design to manufacturing and finance - offer career opportunities to University of Virginia School of Engineering and Applied Science (SEAS) graduates each year.

Top Eleven Employers of SEAS Graduates

**Microsoft**
Worldwide leader in software, services and solutions that help people and businesses realize their full potential
Hires: 15
Majors: Electrical engineering, computer science, and computer engineering

**Accenture**
A global management consulting, technology services and outsourcing company
Hires: 12
Majors: Systems engineering, engineering science, electrical engineering, chemical engineering, and computer science

**Deloitte**
One of the world’s leading consulting firms for business strategy, operations, technology, and human resource planning
Hires: 12
Majors: Systems engineering, biomedical engineering, and computer engineering

**Booz Allen Hamilton**
Our legacy in management consulting enables us to see, hear, and innovate on behalf of our clients
Hires: 5
Majors: Systems engineering, biomedical engineering, and computer engineering

**GE**
GE works on things that matter. The best people and the best technologies taking on the toughest challenges
Hires: 5
Majors: Systems; computer engineering, biomedical, mechanical, chemical

**Amazon**
America’s largest on-line retailer
Hires: 4
Majors: Computer engineering, computer science

**BIT Systems**
Solving complex problems with the application of leading-edge technology solutions, empowering decision-makers to make better mission-critical decisions
Hires: 4
Majors: Aerospace engineering, electrical engineering

**Capital One**
Capital One Financial is a top 10 bank challenging the status quo
Hires: 3
Majors: Chemical engineering, mechanical engineering, and systems engineering

**Clark Construction**
A premier provider of construction services with extensive management, development and construction experience
Hires: 4
Majors: Mechanical and civil engineering

**United States Navy**
Involved in everything from engaging in combat to keeping the waterways safe
Hires: 3
Majors: Chemical engineering, biomedical engineering, systems engineering

**Whiting Turner**
Integrity, excellence, experience and leadership as the nation’s finest construction organization
Hires: 3
Majors: Civil
Analysis of Graduate School Placement

<table>
<thead>
<tr>
<th>Degree Sought</th>
<th>Number Accepted/Seeking Acceptance</th>
<th>Graduate Schools</th>
<th>Majors Being Sought</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master of Science/Masters</td>
<td>20</td>
<td>Carnegie Mellon University</td>
<td>Biomedical Engineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Colorado School of Mines</td>
<td>Mechanical Engineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Georgia Institute of Technology</td>
<td>Aerospace Engineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Georgia Institute of Technology</td>
<td>Civil Engineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td>University of California, Berkeley</td>
<td>Industrial Engineering &amp; Operations</td>
</tr>
<tr>
<td></td>
<td></td>
<td>University of California, San Diego</td>
<td>Medical Device Engineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td>University of Pittsburgh</td>
<td>Bioengineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td>University of Virginia</td>
<td>Commerce</td>
</tr>
<tr>
<td></td>
<td></td>
<td>University of Virginia</td>
<td>Civil Engineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td>University of Virginia</td>
<td>Commerce</td>
</tr>
<tr>
<td></td>
<td></td>
<td>University of Virginia</td>
<td>Mechanical Engineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td>University of Virginia</td>
<td>Public Policy</td>
</tr>
<tr>
<td></td>
<td></td>
<td>University of Virginia</td>
<td>Structural Engineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Virginia Commonwealth University</td>
<td>Systems Engineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Virginia Polytechnic</td>
<td>Mechanical Engineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Washington University, St. Louis</td>
<td>Biomedical Engineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Worcester Polytechnic Institute</td>
<td>Robotics Engineering</td>
</tr>
<tr>
<td>M.D.</td>
<td>5</td>
<td>University of Virginia Medical School</td>
<td>Medicine</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Wake Forest Medical School</td>
<td>Medicine</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Mayo Medical School</td>
<td>Medicine</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Uniformed Services University</td>
<td>Medicine</td>
</tr>
<tr>
<td></td>
<td></td>
<td>University of Virginia School of Medicine</td>
<td>Medicine</td>
</tr>
<tr>
<td>Ph.D.</td>
<td>17</td>
<td>Carnegie Mellon</td>
<td>Computer Electrical Engineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td>George Mason University</td>
<td>Computer Science</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Georgia Institute of Technology</td>
<td>Biomedical Engineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Harvard University</td>
<td>Neuroscience</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Massachusetts Institute of Technology</td>
<td>Chemical Engineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Massachusetts Institute of Technology</td>
<td>Electrical Engineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td>University of California, Berkeley</td>
<td>Computer Science</td>
</tr>
<tr>
<td></td>
<td></td>
<td>University of California, Los Angeles</td>
<td>Mechanical Engineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td>University of California, San Diego</td>
<td>Electrical Engineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td>University of Delaware</td>
<td>Chemical Engineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td>University of Texas at Austin</td>
<td>Physics</td>
</tr>
<tr>
<td></td>
<td></td>
<td>University of Virginia</td>
<td>Civil Engineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td>University of Virginia</td>
<td>Electrical Engineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td>University of Virginia</td>
<td>Mechanical Engineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td>University of Washington, Seattle</td>
<td>Bioengineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Virginia Polytechnic</td>
<td>Chemical Engineering</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Undecided</td>
<td>Applied Math</td>
</tr>
<tr>
<td>J.D.</td>
<td>1</td>
<td>Columbia Law School</td>
<td>Juris Doctor</td>
</tr>
</tbody>
</table>

On-Grounds Interview Activity

Interviews by Major

Interviews by Year
For Employers

- **Engineering Career Days, September**
  Represent your company at one of the largest engineering career fairs in the nation—over 150 employers attend each year.

- **Engineering Career Days, February**
  Share information about your full-time and intern positions at the February fair—approximately 80 employers attend each year.

- **On-Grounds Interviewing**
  Screen résumés, pre-select candidates to interview and conduct interviews through CAVLink, coordinated by University Career Services (UCS).

- **Job and Internship Postings**
  Post jobs through CAVLink free of charge at www.career.virginia.edu.

- **Engineering Career Center Newsletter and E-mails**
  List your internship and position opportunities in the Center's newsletters and weekly e-mails by sending information to engineeringcareers@virginia.edu.

- **Recruiter-In-Residence Program**
  Directly contribute your knowledge and skills to career development and give students the opportunity to learn about career related issues, interviewing skills, resume and cover letter preparation, resume reviews, mock interviews, career related workshops, salary negotiation and transitioning from student to career professional.

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For Students

- **First–Years**
  We design, develop and deliver a set of comprehensive programs to introduce students to career development and to create an awareness of potential career paths linked to major fields of study and their selection of a major.

- **Second– and Third–Years**
  We deliver “just-in-time” programs, workshops and seminars designed to add value to the overall experience of career development, including workshops in job search skills, resume development and interview preparation. We also help students stay informed about internships.

- **Fourth–Years**
  We provide support to students to help them sharpen and hone their skills in marketing themselves to potential employers. We help with résumé construction and critiques, mock interviews, salary negotiations and graduate school applications.

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The UVa Engineer

**Smart. Ethical. Analytical. Technically astute. Communicative. Diverse.**

**What is the UVa Engineering School Difference?**

**Our students start out on the right foot.**
The average SAT score of our entering first-year students is 1407, and 97 percent of our undergraduates were ranked in the highest 10 percent of their high school classes.

**Our students are diverse.**
31 percent of our students are women, and 29 percent are members of a minority. U.Va. Engineering School students represent 78 different countries.

**Our students are broadly educated.**
Our undergraduate curriculum is flexible and allows students to minor and double-major in fields as far ranging as religion and business. Approximately 50 percent of our undergraduates pursue a minor; of those, 30 percent are enrolled in the engineering business minor program.

**Classes of 2016, 2015 and 2014**

**Fields of Study**

<table>
<thead>
<tr>
<th>Majors</th>
<th>Undergraduates (Year)</th>
<th>Graduate Students</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(2) (3) (4) (MS/ME) (Ph.D.)</td>
<td></td>
</tr>
<tr>
<td>Aerospace Engineering</td>
<td>36</td>
<td>34</td>
</tr>
<tr>
<td>Biomedical Engineering</td>
<td>94</td>
<td>84</td>
</tr>
<tr>
<td>Chemical Engineering</td>
<td>44</td>
<td>53</td>
</tr>
<tr>
<td>Civil Engineering</td>
<td>67</td>
<td>72</td>
</tr>
<tr>
<td>Computer Engineering</td>
<td>45</td>
<td>50</td>
</tr>
<tr>
<td>Computer Science</td>
<td>105</td>
<td>124</td>
</tr>
<tr>
<td>Electrical Engineering</td>
<td>32</td>
<td>42</td>
</tr>
<tr>
<td>Engineering Physics</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Engineering Science</td>
<td>18</td>
<td>30</td>
</tr>
<tr>
<td>Materials &amp; Env Eng</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Mechanical &amp; Aerospace Engineering</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Mechanical Engineering</td>
<td>87</td>
<td>113</td>
</tr>
<tr>
<td>Systems Engineering</td>
<td>90</td>
<td>98</td>
</tr>
<tr>
<td>Engineering Undeclared</td>
<td>12</td>
<td>9</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>630</strong></td>
<td><strong>709</strong></td>
</tr>
</tbody>
</table>

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**First Year Class**

<table>
<thead>
<tr>
<th>Ethnicity and Gender</th>
<th>Men</th>
<th>69%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>31%</td>
<td></td>
</tr>
<tr>
<td>Minorities</td>
<td>30%</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>High School Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>% in top 10% of class</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SAT Scores – Means</th>
</tr>
</thead>
<tbody>
<tr>
<td>Verbal</td>
</tr>
<tr>
<td>Math</td>
</tr>
<tr>
<td>Total</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Minors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduates with minors</td>
</tr>
<tr>
<td>Undergraduates with engineering business minor</td>
</tr>
<tr>
<td>Undergraduates with economics minors</td>
</tr>
</tbody>
</table>

**Fourth-Year Class**

<table>
<thead>
<tr>
<th>Class Standing (percentile) by GPA</th>
<th>90th</th>
<th>3.778</th>
</tr>
</thead>
<tbody>
<tr>
<td>75th</td>
<td>3.577</td>
<td></td>
</tr>
<tr>
<td>50th</td>
<td>3.253</td>
<td></td>
</tr>
<tr>
<td>25th</td>
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The School of Engineering and Applied Science Center for Engineering Career Development serves engineering students with a broad range of career guidance services that begin in their first year of school and continues well beyond graduation. The Center is an independent career services office under the School's Office of the Dean.

The Center serves as a resource for information on industry trends, the job market, career options within majors and more. Alumni are eligible to use all services provided by the Center throughout their careers. The Center also offers extensive services to employers including career fairs, recruitment strategy guidance and opportunities to develop on-going relationships with students and faculty.

**Engineering Career Development Services**

- **For Employers**
  - **Engineering Career Days, September**
    Represent your company at one of the largest engineering career fairs in the nation—over 150 employers attend each year.
  - **Engineering Career Days, February**
    Share information about your full-time and intern positions at the February fair—approximately 80 employers attend each year.
  - **On-Grounds Interviewing**
    Screen résumés, pre-select candidates to interview and conduct interviews through CAVLink, coordinated by University Career Services (UCS).
  - **Job and Internship Postings**
    Post jobs through CAVLink free of charge at www.career.virginia.edu/employers.
  - **Engineering Career Center Newsletter and E-mails**
    List your internship and position opportunities in the Center's newsletters and weekly e-mails by sending information to engineeringcareers@virginia.edu.
  - **Recruiter-In-Residence Program**
    Directly contribute your knowledge and skills to career development and give students the opportunity to learn about career related issues, interviewing skills, resume and cover letter preparation, resume reviews, mock interviews, career related workshops, salary negotiation and transitioning from student to career professional.

- **For Students**
  - **First–Years**
    We design, develop and deliver a set of comprehensive programs to introduce students to career development and to create an awareness of potential career paths linked to major fields of study and their selection of a major.
  - **Second– and Third–Years**
    We deliver “just-in-time” programs, workshops and seminars designed to add value to the overall experience of career development, including workshops in job search skills, resume development and interview preparation. We also help students stay informed about internships.
  - **Fourth–Years**
    We provide support to students to help them sharpen and hone their skills in marketing themselves to potential employers. We help with résumé construction and critiques, mock interviews, salary negotiations and graduate school applications.