

# RECRUITING PLAN

## ABOUT HARVEY MUDD AND ITS STUDENTS

Harvey Mudd College seeks to educate engineers, scientists and mathematicians well versed in all these areas and in the humanities and the social sciences so that they may assume leadership in their fields with a clear understanding of the impact of their work on society.

Harvey Mudd is a private, co-educational, non-sectarian, undergraduate-only college and is a member of the Claremont University Consortium, a group of autonomous undergraduate and graduate institutions that includes Claremont McKenna College, Pitzer College, Pomona College, Scripps College, Claremont Graduate University and Keck Graduate Institute for Applied Life Sciences. Harvey Mudd is widely recognized for its programmatic innovation, excellence and vigor. The curriculum was designed to create scientists, mathematicians and engineers with unusual breadth in their technical education and a firm grounding in the humanities and social sciences. Students graduate with the knowledge and skills they need to succeed in STEM careers.

U.S. News and World Report has consistently ranked Harvey Mudd among the top 20 undergraduate liberal arts colleges. Harvey Mudd has been ranked first among college-based undergraduate engineering programs. It surpasses every undergraduate college in the United States in the percentage of its graduates who go on to earn Ph.D.s. Harvey Mudd's alumni and undergraduates command the highest salaries in industry as noted by PayScale's 2013 report.

## GPA AT HMC

Harvey Mudd takes very seriously the judging of academic performance. The curriculum's academic vigor is reflected in the rigor of the grading. Since 1955, only seven students have earned a 4.0. The average GPA over the last five years has been 3.33. So overall GPA is a potentially misleading measure of a student's academic performance. **The major GPA is a better indicator of aptitude and performance.** We suggest that employers look beyond the GPA to the breadth of the curriculum, its unique vigor and the entire educational experience. We believe you will find extraordinarily capable and versatile graduates fully prepared for the challenges in your organization.

\*ClaremontConnect - [www.hmc.edu/ClaremontConnect/employers](http://www.hmc.edu/ClaremontConnect/employers)

## WHY RECRUIT HERE?

Organizations like recruiting at Harvey Mudd College because the quality of the candidates supersedes that of most institutions they visit. That is why some organizations have been recruiting at Harvey Mudd for many years. Employers who succeed in hiring even one candidate a year are quite pleased considering our small student enrollment, and we think you will agree once you've hired a "Mudder."



## STRATEGIES FOR RECRUITING HARVEY MUDD COLLEGE STUDENTS

### Join the Corporate Partnership Program

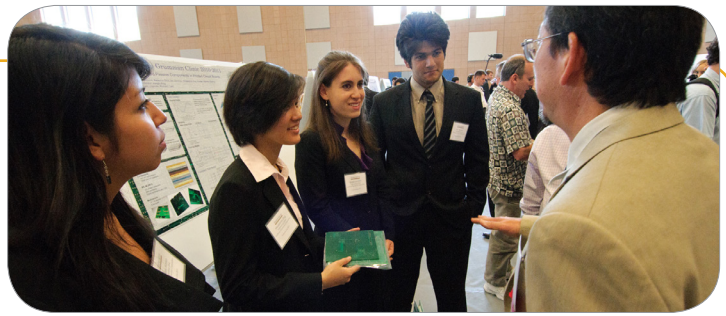
Become a member of the Harvey Mudd Corporate Partnership Program to boost your recruitment efforts and to make a valuable contribution to the career development of future science, technology, engineering and mathematics (STEM) leaders. The program is a unique opportunity to strengthen your relationship with students, to support the OCS in preparing students for successful careers and to improve your visibility on campus. Contact our office to learn more about the program or to become a member.

### Post a Job

We are members of the NACElink/Symplicity Network, so if you have an account on the network, simply go to the Harvey Mudd College web page for employers and log in to ClaremontConnect.\* If you are new, simply set up an account; your listing is free and will be viewable to all students at the seven Claremont Colleges, so you'll be reaching more than 6,000 students. For a fee, you can add additional network institutions.



Career Services



### Offer paid summer internships

Internships provide the perfect opportunity to get your organization's name known on a small campus like Harvey Mudd. If a student has a great experience, he/she is likely to recommend you to his/her peers. Most of our students get well-paid internships because of their valuable talents and skills. The best way to list these positions is on ClaremontConnect.

### Attend fall and spring career fairs

Our career fairs are often the best way to interact with Harvey Mudd students. Based on our annual Senior Surveys, the largest percentage of students find employment through the career fairs. Even though we are a small community of 780 students, the culture on our campus is to "find a job at the career fair." Students from the other Claremont Colleges are invited, too.

#### EMPLOYER KUDOS

"Harvey Mudd graduates are motivated, hard working and creative; they learn very quickly."

### Access online Resume Books

We offer Resume Books, a feature of ClaremontConnect, as another resource for our employers. There is a nominal charge; however, career fair participants have free access. Resume Book content is dynamic. New candidates can continue to add their resumes, while existing candidates may change or add a new resume at any time. To participate, please read the Resume Book User Agreement on ClaremontConnect.

### Hold on-campus interviews

Interviewing on campus is very convenient for many of our students because of time constraints and lack of transportation. Interviews are most successful following a career fair. These are set up on ClaremontConnect as well. You can set up a resume collect feature on ClaremontConnect if you prefer to make interview appointments at your site. Skype is also available; arrangements need to be made in advance.

### Conduct information sessions

Holding an information session can be hit and miss at Harvey Mudd. Due to students' rigorous academics and full schedule, they often don't have the time to attend. We encourage employers to consider the meal time—lunch or dinner in Hoch-Shanahan Dining Hall. This allows students time to eat and listen before heading off to their next

commitment. ClaremontConnect provides a way for you to request a session. If it is too far to drive to campus, we might be able to arrange a virtual information session. In addition, you can request an information table in the Hoch-Shanahan Dining Hall during lunch or dinner.

#### EMPLOYER KUDOS

"Harvey Mudd has an amazing concentration of talent."

### Offer career-related workshops on a variety of topics

Conducting a workshop is a great way to meet students and start the conversation about your organization, while providing them with your expertise on subjects such as interviewing like a pro, writing resumes that get the recruiter's attention and much more. You could also combine a workshop with an information session.

### Consider starting a Clinic project

Clinic projects at Harvey Mudd give students an excellent way to learn on-the-job skills by doing real projects for companies and governmental agencies. Through these projects, you can identify students for possible internships and later employment opportunities. For more information, refer to the Clinic Program web link below.\*

#### EMPLOYER KUDOS

"Harvey Mudd graduates have an excellent ability to identify core challenges."

### ClaremontConnect Tips

- Marketing your organization with a "customized" profile will gain student interest. We suggest including a logo, YouTube video and detailed company facts.
- Periodically checking announcements on the "home" tab will keep you apprised of news, important tips and upcoming events.
- Scheduling on-campus interviews and information sessions is easy. Contact Aneesha Akram at aakram@hmc.edu for best strategies.

\*Clinic Program — [hmc.edu/clinic](http://hmc.edu/clinic)