

ENDICOTT

EXPERIENTIAL LEARNING THROUGH INTERNSHIP • 2016-17

BRIDGES

Volume III, Issue I



**How to Succeed
in Business**

**Entrepreneurship:
Putting Passions to Work**

**Computer Science:
A Field of Opportunities**

ENDICOTT BRIDGES

EXPERIENTIAL LEARNING THROUGH INTERNSHIP

2016-17 • Volume I, Issue I

Endicott College

Dr. Richard E. Wylie, *President*

Dr. Laura Rossi Le, *Vice President
and Dean of the Undergraduate College*

Cindy Richard, *Director of Internship*

Content Contributors

Carol P. Raiche, *Director of Communications*

Dr. Laura Rossi Le

Cindy Richard

Layout Artist

Angela Gulino, *Assistant Director of Publications*

Contributing Photographers

Parker Fish '17

Nicolas Grace '20

David Le '10

Terry Slater

Cover Photograph

David Le '10

Endicott Bridges is published by the Internship Office and the Office of Communications and Publications. Address editorial correspondence to the Internship Office, 376 Hale Street, Beverly, MA 01915 or to heaton@endicott.edu.

Endicott College is an affirmative action/ equal opportunity employer and is committed to the principles of equal employment and complies with all federal, state, and local laws and regulations advancing equal employment. The College's objective is to employ individuals qualified and/or trainable for open positions by virtue of job-related education, training, experience, and qualifications without regard to sex, race, religion, color, age, physical disability, sexual orientation, national or ethnic origin or citizenship, veteran status, genetic information, pregnancy, or any other status protected by law.

Endicott College is accredited by the New England Association of Schools and Colleges.

The information in this magazine was complete and accurate as of February 2017.



376 Hale Street
Beverly, MA 01915
978-921-1000;

or outside of Massachusetts at:

1-800-325-1114

admission@endicott.edu

www.endicott.edu

LETTER FROM THE DIRECTOR



The Evolution of the Field of Business

Dynamic and constantly evolving, the field of business offers graduates a broad spectrum of internship and career opportunities. Through its comprehensive employer outreach program, Endicott keeps abreast of the latest trends in the business world, updating curriculum and partnering with internship sites to give students a competitive edge in achieving their career goals.

In this issue, we focus on the varied career opportunities open to students within the business field from traditional management positions to exciting entrepreneurial ventures. The students featured represent a variety of disciplines from a graphic design major who is employed at Hasbro, Inc., a toy manufacturer, to a finance major who has

helped women in a Kenyan village launch a small business. We have also profiled employers to determine the qualities that they consider important when hiring recent graduates.

Endicott's Internship and Career Center continues to evolve. We welcomed a new dean, Eric Hall, to lead the program along with an internship and employer outreach liaison for the New York Metropolitan area. In addition, the College was recognized by *U.S. News and World Report* in 2016 for its hallmark internship program.

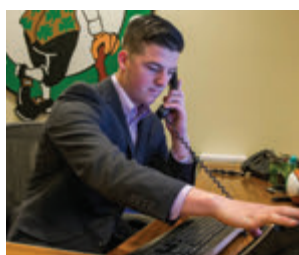
We are pleased to continue to share highlights of our internship programming and welcome your comments and questions.

Cindy Richard

Cindy Richard

Director of Internship

IN THIS ISSUE



2

The Endicott Internship Model: Career Preparation from Freshman to Senior Year

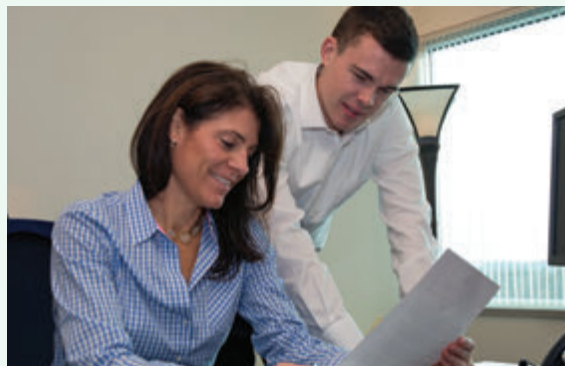
Endicott's internship program, the hallmark of an Endicott education, enables students to realize their academic, personal, and career goals.



16

Entrepreneurship: Putting Passions to Work

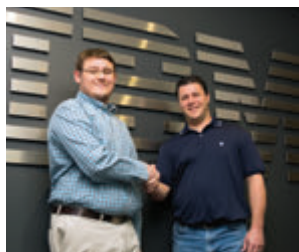
Today's students are reconsidering traditional career paths and putting their passions to work in new and innovative directions.



8

How to Succeed in Business

Three of Endicott's employers share their thoughts on what influences students' career success, while students representative of diverse majors showcase how the industry can offer career potential to graduates of any degree.



20

Computer Science: A Field of Opportunities

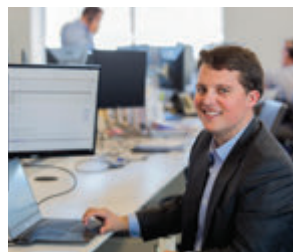
Endicott's graduates are well-positioned to seize varied opportunities in the field of computer science.



22

Employer Engagement and Career Preparation

Endicott has discovered a winning formula for employer and student engagement.



24

Internship: A Significant Return on Investment

Dean of the Internship and Career Center, Eric Hall, explains the value of an experiential model of learning.



25

Opening Career Doors in the "Big Apple"

Lisa Carrozza, Internship and Employer Outreach Liaison for Southern Connecticut/New York, discusses Endicott's expanding boundaries.



Class of 2015 SURVEY RESULTS

98% of graduates are employed or pursuing post-graduate education

75% of graduates are employed full-time

53% of graduates were offered employment at their semester-long internship sites

90% of graduates say their career position is related to their academic program of study

24% of graduates are enrolled in graduate school or other institutes of higher learning (full-time or part-time)

THE ENDICOTT INTERNSHIP MODEL

Career Preparation from Freshman to Senior Year

From freshman to senior year, career preparation is an integral part of the Endicott curriculum. Beginning as first-semester freshmen, students experience first-hand the interplay between classroom theory and professional practice in the field while shaping their career goals with guidance from faculty

Students are not just “placed” in internship positions; instead, they become immersed in the “process” of seeking employment over the course of four years.

advisors, internship coordinators, and career counselors. Students learn early on that the path to success after graduation

involves a strong knowledge base in their chosen fields of study coupled with practical experience and the skills needed to navigate the search for meaningful employment. From writing effective resumes to developing strong interviewing and networking skills, students are not just “placed” in internship positions; instead, they become immersed in the “process” of seeking employment over the course of four years, developing skills that will serve them long after graduation. They leave with the ability to articulate what they have learned to prospective employers and to demonstrate their newly-acquired expertise in a professional setting. Endicott’s internship program, the hallmark of an Endicott education, enables students to realize their academic, personal and career goals.

The 120-Hour Internship

Students complete two 120-hour internships during the winter or summer breaks of their freshman and sophomore years, respectively. The goal of the freshman internship is career exploration. Students begin to develop professional competencies and gain a better understanding of the relationship between their chosen majors and future employment options. They learn how to write effective resumes and to conduct informational interviews as first steps in securing an internship. The sophomore internship allows students to narrow the focus of their career paths. Defining areas of interest, exploring professional options, and learning to apply the knowledge they have gained in their coursework are key features of the second internship.

Senior Internship Strategies Course

In order to prepare students for the full-semester, senior internship, which is often the gateway to employment after graduation, juniors engage in the one-credit Senior Internship Strategies course. This eight-week course focuses on extending the skills that students have acquired in their freshman and sophomore internship experiences. Students further develop their personal brand, practice interviewing and networking skills, and evaluate organizations and opportunities

in relation to their career goals. The course gives students the skills to enter the professional world as full-semester interns and in the future as employees.

The Semester-Long Internship

The semester-long internship, which is usually completed in the fall of the senior year, enables students to focus on career preparation as they hone their skills, develop networks and contacts, and lay the groundwork for their transition to the professional world. Students are in the field full-time, four days per week and return to campus once each week to

participate in internship seminars, which provide opportunities to process their experiences. Internship faculty visit sites routinely, meeting with students and their supervisors. Over the course of the semester, students complete academic assignments related to their internships and begin their senior thesis projects, often drawing inspiration and data for their research from their internships. Many students are offered full-time employment after graduation at their internship sites or through contacts made during the internship.

INTERNSHIP SITE:
Northshore Magazine
Andover, Massachusetts

Meagan Reilly '18

English/Creative Writing Major

Writing does not have to be a solitary process, as Meagan Reilly, an English/creative writing major, discovered through her internship at *Northshore Magazine*. By collaborating with a team on a writing project, “I was able to be part of a social environment and still have the privacy I needed to write,” she explains. Meagan appreciated the freedom she was given to research and write her own articles and was thrilled to receive her first byline for a story that was published in the arts issue

“**I was able to be part of a social environment and still have the privacy I needed to write.**”

of the magazine. Although Meagan began her internship without clear career goals, her experience at *Northshore Magazine* set her on a path to becoming a journalist, a professional direction that she thinks will complement her own creative interests including writing a novel in the future.





Sport management interns (left to right) Meredith Carrier (back to camera), Christopher Lipscomb, Lindsee Allienello, and Marc Lerebours put their education into practice at TRACS, Inc., a global sports marketing firm.

Finding a Career Focus

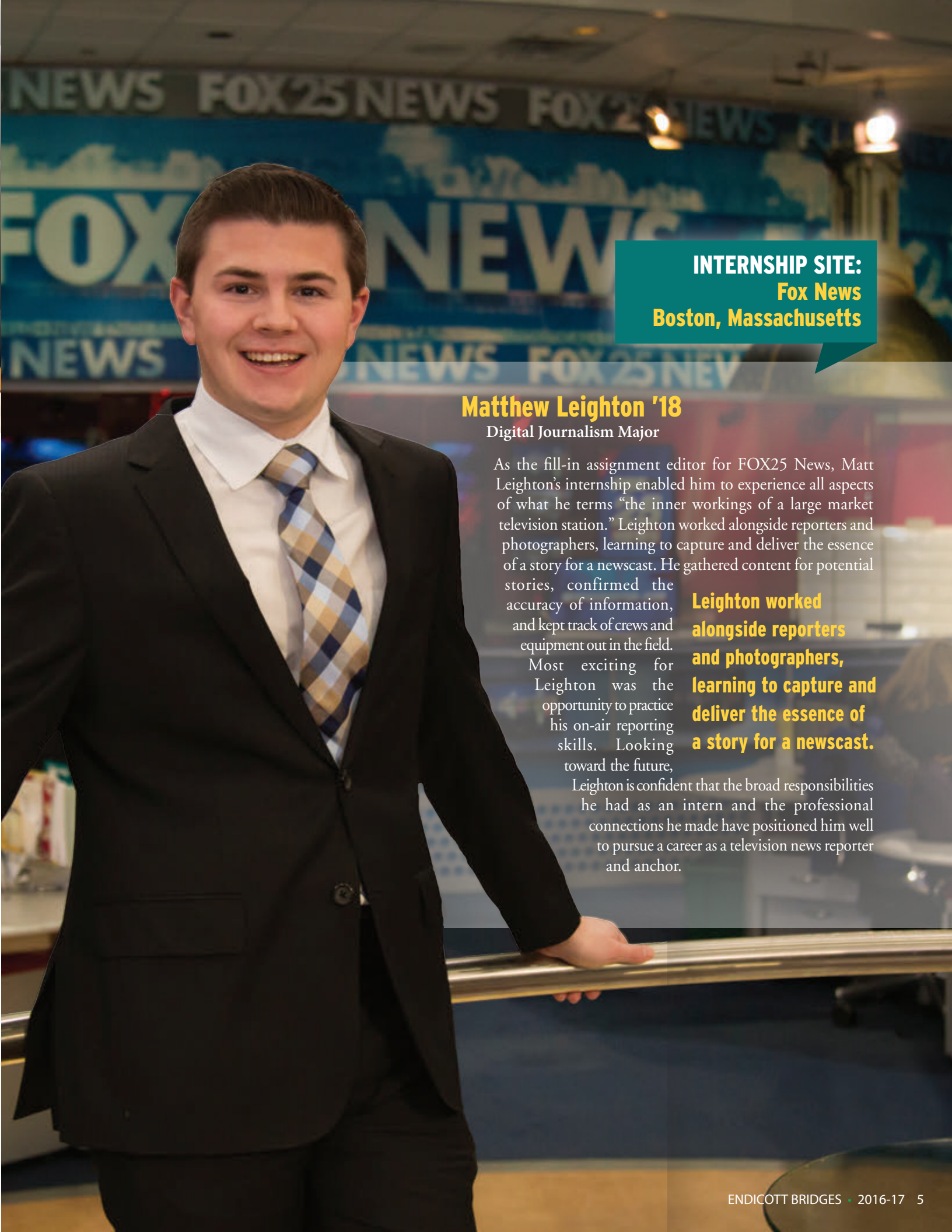
Christopher Lipscomb '17

Sport Management Major

From athletics to academics, Christopher Lipscomb is a high achiever who has consistently taken advantage of the opportunities Endicott offers in his pursuit of a sport management career. The 2016 recipient of the Endicott College Faculty Association Scholarship for maintaining high academic standards, Lipscomb has also been recognized as a star athlete, who helped lead the football and basketball teams to their championship wins. Lipscomb brought the same energy and focus to his three sport management internships, each one bringing him closer to his career goals. As a freshman, he interned with the Valley Blue Sox (a member of the New England Collegiate Baseball League), working in game day operations, ticket sales, and facilities management. During his sophomore internship at Danvers Indoor Sports, a facility with indoor athletic fields, he gained experience in advertising, marketing, promotions, and facilities management. Lipscomb's culminating full-semester senior internship was with TRACS, Inc., a company that develops, brands, and coordinates events to raise funds for health-related causes.

The breadth of Lipscomb's internship experiences helped direct his career focus to the business side of sport management

The breadth of Lipscomb's internship experiences helped direct his career focus to the business side of sport management and led him to apply to Endicott's Fifth Year MBA program with the goal of receiving a graduate assistantship. Given his past achievements, Lipscomb is sure to find success as he steps into the future.



INTERNSHIP SITE:
Fox News
Boston, Massachusetts

Matthew Leighton '18

Digital Journalism Major

As the fill-in assignment editor for FOX25 News, Matt Leighton's internship enabled him to experience all aspects of what he terms "the inner workings of a large market television station." Leighton worked alongside reporters and photographers, learning to capture and deliver the essence of a story for a newscast. He gathered content for potential stories, confirmed the accuracy of information, and kept track of crews and equipment out in the field.

Most exciting for Leighton was the opportunity to practice his on-air reporting skills. Looking toward the future,

Leighton is confident that the broad responsibilities he had as an intern and the professional connections he made have positioned him well to pursue a career as a television news reporter and anchor.

Leighton worked alongside reporters and photographers, learning to capture and deliver the essence of a story for a newscast.

EMPLOYED:

***Associate Marketing Manager
Arnold Worldwide
Boston, Massachusetts***

Jordan Saintil '16

Sport Management Major

Jordan Saintil's career goal of becoming a "digital unicorn" was realized when Arnold Worldwide, a global creative agency offered him a full-time position as associate marketing manager after graduation. The recently coined term "digital unicorn" refers to a select group of professionals, for which Saintil now qualifies, with public relations and digital expertise.

Saintil left no stone unturned in pursuing his goal, undertaking more than the required number of internships. During his full-semester internship at CGPR in Marblehead, Mass., a public relations firm with a consumer focus, Saintil gained exposure to areas ranging from media relations to crisis management. Of significance was his opportunity to participate in a strategy session aimed at creating a social media campaign focused on raising awareness for water conservation.

Saintil continued developing his public relations background by interning at a large scale integrated marketing and advertising agency, 451 Marketing in Boston, where he participated on a national campaigns team. Recognizing his talents, 451 Marketing called Saintil back to intern with the SEO/Search Marketing Department, which Saintil describes as "a great learning experience, combining what I learned in public relations and helping me achieve my goal of becoming a digital unicorn."

The recently-coined term "digital unicorn" refers to a select group of professionals, for which Saintil now qualifies, with public relations and digital expertise.

Jordan Saintil is featured in the winter 2016 issue of *North of Boston Business* magazine's article *Hands On: Local Colleges Place a Big Emphasis on Internships* where he offers advice to other students, "No matter where you end up going to college, develop a relationship with your career center in your freshman year."

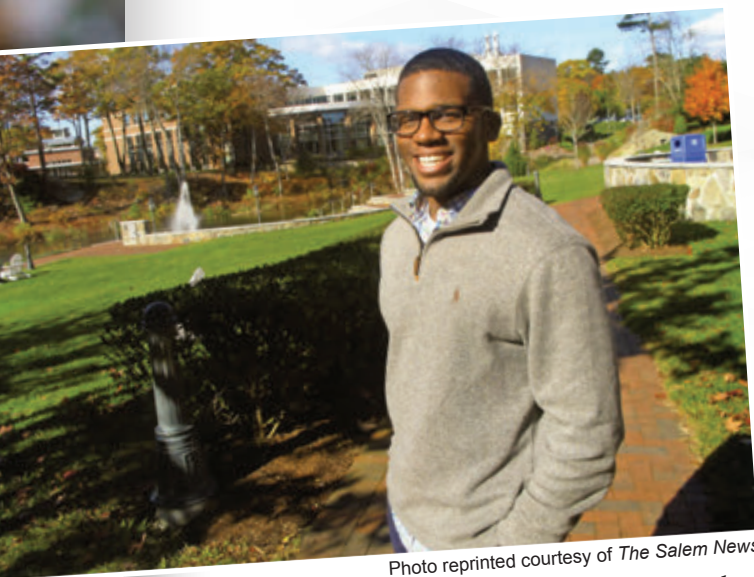


Photo reprinted courtesy of The Salem News

Jordan Saintil, as a senior at Endicott College, took advantage of Endicott's internships and career services.



STUDENTS HAVE BEEN HIRED BY SOME DYNAMIC COMPANIES!

Arrow Electronics
Athletic Evolution
BAE Systems Applied Intelligence
Barkan Management
Bergmeyer Associates, Inc.
Boston Celtics
Brigham and Women's Hospital
Cambridge Associates
Cell Signaling Technology
Change is Simple
Citigroup Global Markets
Draftkings
EF Educational Tours
EMC Corp.
Ernst & Young
Esalen Institute
Fidelity Investments
Georgetown University Hospital
Gilt
Hilton Worldwide
Jackson Hole Mountain Resort
Merrill Lynch
National Center for Missing and Exploited Children
National Institute of Health
Oracle
PwC
Rapid7
Sikorsky Aircraft
T2 Biosystems
The Madison Square Garden Company
United Nations Development Programme
U.S. Army
Wayfair

How to Succeed in BUSINESS

**What does it take for
college graduates to land
entry-level positions
in today's competitive
business environment?**

According to employers and business faculty, the answer is broader than earning a business degree, as the current corporate landscape is shaped by individuals with a variety of interests and areas of expertise. It is not unusual for business analysts and marketing personnel to work alongside writers and graphic designers.

According to Aileen Torrance, assistant dean of Endicott's Gerrish School of Business, "employers are looking for candidates who understand the importance of thinking creatively and working collaboratively with others in a team environment in order to leverage the different backgrounds and skillsets that bring each to the table."

Three of Endicott's employer partners share their thoughts on the varied opportunities in the business sector that are open to students with diverse academic backgrounds and the personal qualities essential for career success.



BOSTON, MASSACHUSETTS

Julia Beaty

**CAMPUS RECRUITER
FOR SALES AND SERVICE**

Wayfair, an e-commerce home goods company, recruits graduates with business, sales and customer service backgrounds but also opens the door to individuals who majored in other areas such as engineering, web design, marketing, and analytics, according to Julia Beaty. Above all, Wayfair seeks candidates who are “bright self-starters and problem-solvers” and who relate well to others in a team-based environment, she explains. Because Wayfair is a technology-driven company, employees must be adaptable and comfortable working in a fast-paced environment subject to

“Wayfair seeks candidates who are “bright self-starters and problem-solvers” and who relate well to others in a team-based environment.

rapid change. In addition, a positive attitude is essential to support Wayfair's customer service focus. Beaty emphasizes that if candidates “don't demonstrate the soft-skills we are looking for, they probably won't be the right fit for us.” Internships, Beaty believes, are essential for “giving students a taste of the work environment” and the skills that will contribute to their success.



BOSTON, MASSACHUSETTS

Andy Bentley

PARTNER

At PricewaterhouseCoopers (PwC), a renowned professional services firm, employees are encouraged to take ownership of their career paths within an environment that offers a myriad of domestic and global opportunities from public accounting and advisory risk assurance to marketing and client services, according to Andy Bentley. PwC provides training that is focused on “the whole person” with the goal of developing an individual's business expertise, global acumen, technical capacity, and interpersonal skills. Of critical importance, Bentley adds, is

“Success in professional services is fostered by a willingness to learn from every experience and both give and receive real-time feedback.

the ability to relate well to people and build their trust. In his experience, success in professional services is fostered by a willingness to learn from every experience and both give and receive real-time feedback. Bentley believes that comprehensive internship programs introduce students to the qualities that employers value and give graduates a competitive edge when launching their careers.



GLOUCESTER, MASSACHUSETTS


Paul Coz

**VICE PRESIDENT
OF HUMAN RESOURCES**

Gorton's, a consumer goods package manufacturer, draws graduates to its training programs from a variety of disciplines, ranging from finance and marketing to engineering and technology. Paul Coz explains no matter what academic background a new hire brings to a position, there are “universal skills” that he believes distinguish the successful employee, such as the ability to analyze data and to “find meaning and insight from complex information.” However, Coz emphasizes, to be truly effective, an employee must also have “a contagious level of enthusiasm” and the

“No matter what academic background a new hire brings to a position, there are “universal skills” that Coz believes distinguish the successful employee.

ability to communicate collaboratively across all areas of the company, “articulating insights and listening to others' viewpoints.” Coz cites the importance of internships in helping students explore different industries and career paths and notes the success Gorton's has had converting Endicott interns to full-time employees.



“ My internship at Brookwood impacted me significantly and offered me experience that many other college students do not have when they enter into their careers.

INTERNSHIP SITE:
Brookwood Financial Partners
Beverly, Massachusetts

Christopher Light '16

International Business Major

As soon as Christopher Light completed his final exams in May of his junior year, he was presented with the opportunity to undertake his full-semester internship at Brookwood Financial Partners, a private equity firm in Beverly, Mass., which Light credits with helping him launch his finance career. At Brookwood, Light gained experience in real estate investment and participated in the company's newest venture, which involved valuing businesses. As a result of his strong performance, opportunity knocked again, this time early in his senior year with a full-time job offer at Hamilton Lane, an international investment firm based in Philadelphia where he is currently employed. However, Light keeps in touch with his Brookwood colleagues who helped him with all facets of his life as an intern, including giving him tips to improve his golf game.

EMPLOYED:

Secondary Investment Analyst
Hamilton Lane
Philadelphia, Pennsylvania



INTERNSHIP SITE:
KPMG
Boston, Massachusetts


Jamie Zompa '17

Accounting Major

When Jamie Zompa began her demanding internship with KPMG, a prestigious accounting firm, she felt that she had “flipped a switch overnight” from college life to the adult working world where she joined a high-powered auditing team serving a broad client base. Her hours were long and often involved travel; however, Zompa credits the strong academic and professional preparation she received at Endicott with her ability to meet the company’s high expectations. In order to earn the 150 credit hours required to sit for the CPA exam, Zompa has taken six courses every semester along with summer classes, and all of this while serving as captain of the tennis team and maintaining a 3.95 grade point average. It is no wonder that KPMG is eager to have Jamie join the auditing team full-time when she graduates in May of 2017.

“ Endicott’s internship program helped me discover my passion for accounting and it enabled me to have a full time job lined up with KPMG before even completing my junior year.

POST-GRADUATE EMPLOYMENT:
Audit Associate
KPMG
Boston, Massachusetts



“ From time management to networking, the skills I gained throughout my three internships will influence my professional career.

INTERNSHIP SITE:
The Fantastical
Boston, Massachusetts

Kara Summerly '16

Graphic Design Major

Kara Summerly's graphic design major has led to employment in what she terms "a corporate world of play." After completing her sophomore internship with toy manufacturer Hasbro, Inc. and her senior internship with Boston advertising agency The Fantastical, Summerly accepted a full-time position as a graphic designer with Hasbro. According to Summerly, each of her internships has given her a different perspective on the design world. Her work with artists and copy-writers for Fantastical clients complemented the in-house, corporate experience she had at Hasbro. She drew on her internship experiences for her senior thesis, redesigning the boxes, boards, and cards for games such as Monopoly and Taboo to make them more appealing as party games for older audiences. So far, Hasbro is receptive to her idea but time will tell, Summerly explains, if nostalgia for the original designs will win out.

EMPLOYED:
Associate Graphic Designer
HASBRO
East Greenwich, Rhode Island

“As a freshman, I did not have a very clear vision of my career goals, but after completing my semester internship, the future was much more defined.


INTERNSHIP SITE:
The Four Seasons Hotel
Boston, Massachusetts

Michael Noonan '16

Hotel Management Major

Michael Noonan learned the power of networking as a sophomore intern at the Boston Harbor Hotel where he made valuable professional connections that led to a full-semester senior internship and eventual employment at the Four Seasons Hotel, Boston. Interning in the sales and public relations department of the Four Seasons, Noonan put classroom theory to the test and took on several challenging assignments such as overseeing a food outlet for the hotel lobby, which generated \$10,000 in revenue, and collaborating with hotel executives on special projects. Noonan's internship became the basis of his senior thesis, which focused on developing marketing strategies for the hotel to appeal to millennial clientele. As a result of his outstanding performance as an intern, Noonan received the "Outstanding Hotel Intern of the Year Award" and landed a coveted full-time position at the Four Seasons as a management trainee.

EMPLOYED:
Management Trainee
Four Seasons Hotels and Resorts
Boston, Massachusetts



“ My senior-year internship gave me a real taste of what it feels like to be leader.

INTERNSHIP SITE:
Hawthorne Hotel
Salem, Massachusetts

Michelle Scudder '16

Hospitality Management Major

Michelle Scudder's internship at the Hawthorne Hotel in Salem, Mass. introduced her not only to the exciting dimensions of the hospitality industry but also to the mindset successful leaders need in order to motivate and empower their employees. Michelle's internship took her from working at the hotel's front desk to helping manage social media marketing campaigns and special events. The hands-on experiences gave Michelle valuable insight into her areas of interest along with an understanding of the skills she needs to succeed in a management role. And Scudder is well on her way to developing those leadership skills as a current student in Endicott's MBA program.

GRADUATE SCHOOL:
Master of Business Administration
Endicott College



“ Through my internship, I learned that I have the ability to prioritize multiple tasks and offer new ideas that my supervisors value.

INTERNSHIP SITE:
PUMA
Westford, Massachusetts

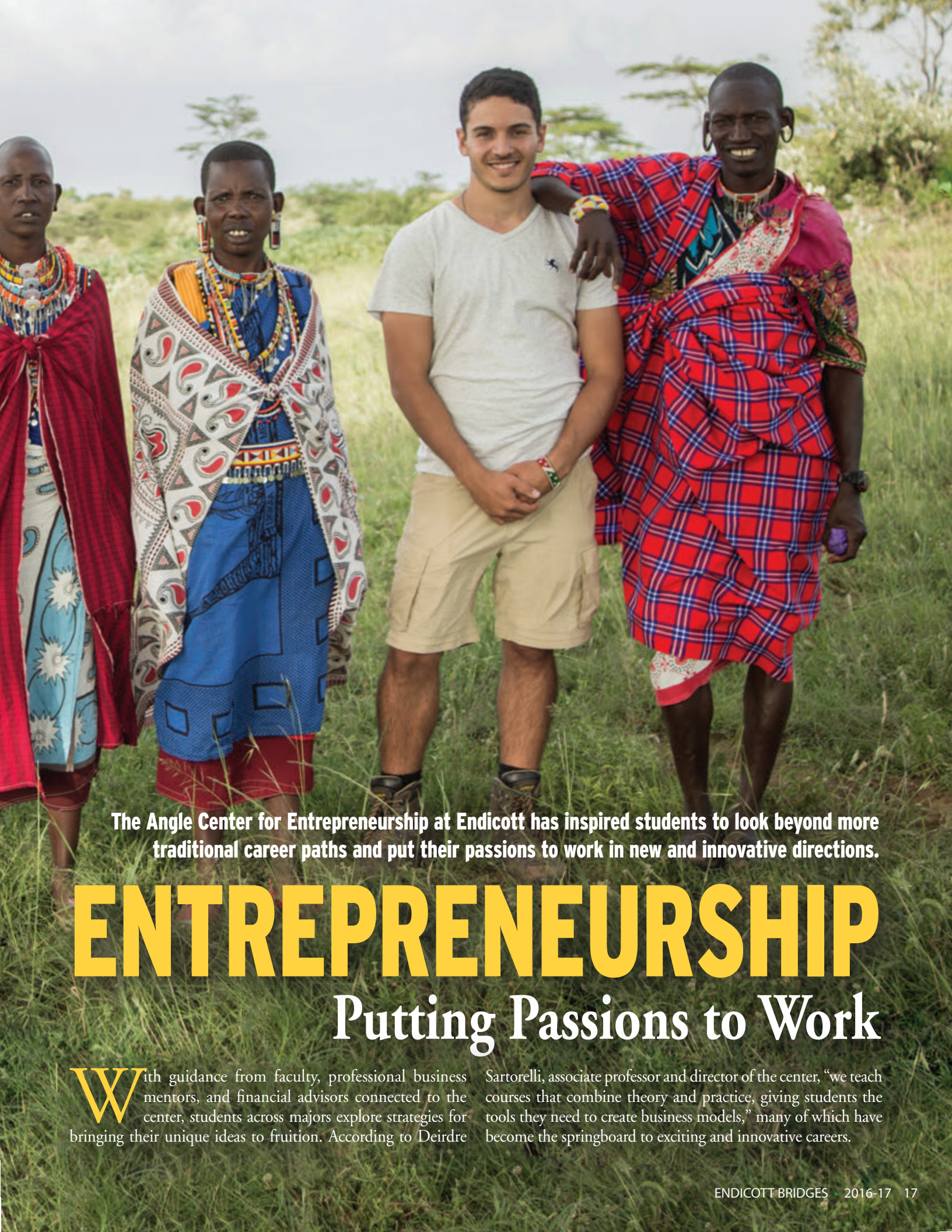
Maria Kangas '16

Marketing Communication Major

Maria Kangas, a marketing communication major, never felt like an intern at PUMA, where she states “my boss and co-workers treated me as though I were an employee.” Her responsibilities were varied, giving her a broad view of the field and enabling her to implement some of her own ideas for assignments and projects. Working in the retail marketing department, Kangas put together creative briefs for use in emails and billboards. In addition, she developed promotional events for new store openings including one to attract tourists to PUMA store outlets through partnerships with local tour bus companies and hotels. In the e-commerce area, Kangas was responsible for the email archive and helped with search engine optimization for the website. According to Kangas, her most significant accomplishment was giving a presentation of her promotional ideas to the vice presidents of retail and PUMA North, respectively. Kangas reflects on her transformation from a timid and shy intern to a confident professional, who upon graduation was offered a position as development associate for Delaware North, which owns and operates the TD Garden in Boston.

EMPLOYED:
Development Associate
Delaware North (TD Garden)
Boston, Massachusetts





The Angle Center for Entrepreneurship at Endicott has inspired students to look beyond more traditional career paths and put their passions to work in new and innovative directions.

ENTREPRENEURSHIP

Putting Passions to Work

With guidance from faculty, professional business mentors, and financial advisors connected to the center, students across majors explore strategies for bringing their unique ideas to fruition. According to Deirdre

Sartorelli, associate professor and director of the center, “we teach courses that combine theory and practice, giving students the tools they need to create business models,” many of which have become the springboard to exciting and innovative careers.

A portrait of David Freeman, a young man with dark, curly hair and a light beard, wearing a white V-neck t-shirt with a small blue lion logo on the left chest. He is standing outdoors with a blurred background of greenery and a cloudy sky. His arms are crossed, and he is wearing a green and white beaded bracelet on his right wrist.

CO-FOUNDER:
Crater Creations
Nairobi, Kenya

David Freeman '16

Finance and Environmental Science Major

When David Freeman, a finance and environmental science major, landed an internship with Ernst and Young in Kenya, he quickly fell in love with the country and the people. As the only American intern, he traveled on business throughout the country, taking time out to climb Mt. Kenya to its 1,720 foot summit and to learn about the people. What captured

Freeman's attention was the need to bring sustainable employment and education to Kenya's underdeveloped Maasai communities, beginning with Kisharu. To help fill that need, he founded Crater Creations, a

philanthropic organization, which empowers women by employing them to craft drawstring bags for distribution to college bookstores in the United States, with the profits going to the creation of educational opportunities for children. Since graduation, Freeman has continued to follow his entrepreneurial interests and is currently employed at Square 1 Bank as an analyst for the Boston tech-startup scene while at the same time working to secure fiscal sponsorship for Crater Creations. "What keeps me energized," Freeman states, "is the pleasure I get from 'playing with ideas,' which for Freeman do not seem to be in short supply."

“ I traveled on business throughout the country, taking time out to climb Mt. Kenya to its 1,720-foot summit and learn about the people.

EMPLOYED:
Analyst
Square 1 Bank
Boston, Massachusetts

Pepe's entrepreneurial spirit led him to take over a seven-acre sunflower business at the age of sixteen and, more recently, to create W.C. Pepe Career Training.

William Pepe '18

Business Management and Entrepreneurship Major

William Pepe is already a successful entrepreneur and businessman with boundless energy and ideas, who has just begun his junior year at Endicott. With a double major in business management and entrepreneurship, Pepe's entrepreneurial spirit led him to take over a seven-acre sunflower business at the age of sixteen and, more recently, to create W.C. Pepe Career Training when he experienced the need for better certification instruction in the use of heavy equipment. To date, seven members of Endicott's grounds crew have received training through Pepe's company. Although he maintains a heavy course load, Pepe continues to plan future ventures, which include developing certification classes

for OSHA, the restaurant industry, and commercial drivers. Pepe credits his success to the support he received from the Entrepreneurship Center and his internship with a booming hot rod business where he learned the importance of "finding a business niche and running a lean and efficient operation." Pepe's advice to budding entrepreneurs? "When you have an idea, jump on it; take the risk, and just do it!"

FOUNDER:

**W.C. Pepe Career Training
Haverhill, Massachusetts**



Scherer combined his entrepreneurial and athletic interests to launch a company that specializes in custom-made mouthguards.

Michael Scherer '19

Business Management Major

Michael Scherer says that Endicott was his first choice for two reasons: he was drawn to the program in entrepreneurship and he wanted to play football. In only his freshman year, the quarterback from Middlefield, Conn., managed to combine both interests and launch a company, called Clench, that specializes in custom-made mouth guards for athletes.

With his brother, an exercise science major at UConn, he did the research and bought a thermal forming machine. Initially, athletes would take their own dental impressions, and Clench would make clay molds to produce the guards. Advances in digital dentistry and 3-D printing, however, are making it possible to deliver custom designed guards in a week or less.

The typical market prices for mouth guards can range from \$180 to \$600, but Clench can offer guards from \$30 to \$50. "Right now, we have contracts with five schools for football alone, so we're running at capacity." As you might imagine, though, expansion plans are in the works.

CO-FOUNDER:

**Clench, LLC
Stamford, Connecticut**



COMPUTER SCIENCE

A Field of Opportunities

According to Justin Topp, assistant dean of science and technology at Endicott College, “Today, every company is a tech company.” Professional positions in the computer science field can be found in a wide range of organizations from nonprofit agencies to large corporations, and Endicott’s graduates are well-positioned to seize those opportunities.

Topp notes that the curriculum, which is supported by state-of-the-art facilities and equipment, provides students with a strong foundation in programming and flexibility in advanced course options. Students pursue independent projects that encourage career exploration, connections to internship opportunities, and—for the most part—creative, entrepreneurial initiatives.

Coursework, combined with three internship experiences, prepares Endicott graduates for careers in software engineering, web development, information security, mobile applications,

database management, and applied robotics, among others. Recent graduates are employed at corporations including IBM, Raytheon, Fidelity, and Electric Insurance in addition to boutique software companies.

Over the past several years, the career outcomes rate for Endicott’s computer science graduates has been 100%

Over the past several years, Topp states proudly, the career outcomes rate for Endicott’s computer science graduates has been 100%, a statistic that he doesn’t anticipate changing any time soon given the high demand for qualified professionals.

INTERNSHIP SITE:
IBM
Littleton, Massachusetts

Peter Zorzonello '15

Computer Science Major

“My senior internship at IBM allowed me opportunities to initiate and complete projects with long-lasting benefits to the company. I attribute much of the success I have had in my young career to the varied experiences I had at IBM, from turning manual software performance tests into automated ones to giving presentations on projects to teams at the home office and in China. I believe that the independence I was given at IBM to solve project-related problems on my own helped me learn a variety of new technologies and shape the successful direction my career has taken as a software engineer at Raytheon.”



EMPLOYED:
Software Engineer
Raytheon
Waltham, Massachusetts



POST-GRADUATE EMPLOYMENT:
Programmer
Dell, EMC
Hopkinton, Massachusetts

INTERNSHIP SITE:
Dell, EMC
Hopkinton, Massachusetts

Chantal Barrett '17

Computer Science Major

“When I began my internship at Dell, EMC, I was excited by the many career opportunities available for graduates with computer science degrees. The flexible environment at EMC gave me exposure to new technologies and experience working on a variety of different projects from CyberArk cleanup to user assurance testing. I also realized that while technical skills are important for success in a company, people skills are equally essential. My advice to future interns is to make a positive and lasting impression by maintaining connections with colleagues and working until you no longer need to introduce yourself.

I never dreamed that I would be offered a permanent position without even having to go through a formal interview. To make such a positive and lasting impression as an intern in a company of 170,000 employees made me feel very valuable.

Employer Engagement and Career Preparation

A Partnership for Success



Employer engagement in Endicott's career preparation programming has become a winning formula for creating collaborations between employers seeking to share their professional expertise and students eager to pursue career opportunities.

Two years ago at the College's first Industry Night, representatives from one of the "Big Four" accounting firms addressed a group of Endicott students on career options within a variety of fields. Impressed with the preparation of the students in attendance and their follow-up efforts, the recruiters offered several students full-semester internships. The success of those initial internships has led to a full-fledged recruiting relationship between Endicott and the employer, through which the firm has consistently interviewed on campus, participated in the Internship and Career Fair, and hired Endicott graduates.

Currently, the Internship and Career Center offers a variety of events aimed at engaging employers with the College. The programs include Meet the Firms, a networking event for accounting, finance, and actuarial majors; Industry Night panels featuring discussions on the fastest growing companies, alternative health care careers, and non-profit employers; and College to Career seminars on topics including successful interviewing strategies and salary negotiation. The programming fosters valuable relationships between employers and the College and gives students a broad perspective on the professional world.



(Above) Held each spring, the *Internship and Career Fair* features area employers, and allows students and alumni to speak directly with employers about internship and full-time employment opportunities.



(Right) *Meets the Firms* is a networking event for accounting, finance, and actuarial majors.



(Right) At the May 2016 *NEACEFE Conference*, Endicott employees, along with colleagues from across the northeast, listen intently to a presentation by Farouk Dey, dean of career education and associate vice provost for student affairs at Stanford University (pictured at podium on left), on trends in career and experiential education.

INTERNSHIP: A Significant Return on Investment

An Interview with Eric Hall, Dean of the Endicott Internship and Career Program

Since his first day on the job, last year, in the newly created role of Dean of the Internship and Career Center, Eric Hall has been impressed with “Endicott’s unique and transformative career preparation model.” The most exciting part for Eric in becoming part of the Endicott team is “the opportunity to provide support to an already successful program that combines hands-on internship experience with comprehensive career development for students in all majors.”

Hall brings a wealth of experience to his position as dean, having worked in career services at Harvard University, Johns Hopkins University, the University of Maryland College Park, and the

University Business magazine recognized Endicott’s program as a 2015 Model of Excellence honoree and U.S. News and World Report (2016) named Endicott as having one of the best internship programs in the nation.

University of Florida. He holds a graduate degree in higher education, student affairs from the University of Connecticut.

Reflecting on Endicott’s program, Hall states that the students are “fortunate to have multiple opportunities throughout their college experience to discover their passions, bolster career confidence, and develop a marketable skill set while creating a professional network that will serve them well after graduation.”

The positive career outcomes speak to the success of the internship program, according to Hall. A survey of the 2015 graduating class shows that 98% are currently employed or pursuing post-graduate education, a statistic



that is far above the national average. “This outcome demonstrates a significant return on investment for Endicott students,” Hall observes. He goes on to explain that “with college student debt a critical national issue, our internship program allows students to explore careers early and often, providing a pathway to on-time graduation and helping to lessen the financial burden on graduates.”

As a result of Hall’s outreach initiatives, the Internship and Career Program has received national attention. *University Business* magazine recognized Endicott’s

program as a 2015 Model of Excellence honoree and *U.S. News and World Report* (2016) named Endicott as having one of the best internship programs in the nation.

“The internship program is truly a hallmark of the College and an excellent example of the importance of experiential education in a student’s academic experience,” Hall concludes.

Opening Career Doors in the “Big Apple”

An Interview with Lisa Carrozza, Internship and Employer Outreach Liaison for Southern Connecticut/ New York

Endicott College continues to expand the boundaries of its internship and career development programming, this time through the appointment of an Internship and Employer Outreach Liaison for Southern Connecticut and New York, Lisa Carrozza.

Carrozza sees her primary focus as developing relationships with employers and alumni in order to create internship and full-time employment opportunities for current Endicott students and graduates, many of whom are from the New York metropolitan area. In addition, Carrozza provides advice to students pursuing internships on area-specific resources such as housing and transportation.

Regarding Endicott’s internship program, Carrozza believes the application of classroom theory to

professional settings is incredibly valuable as “the experience allows students to ‘try on’ a variety of work duties and venues, which will ultimately assist in the work-life decision-making process.” Collaborating closely with employers through the years, Carrozza has observed how beneficial internships can be to potential entry-level candidates as a means of demonstrating their knowledge and work ethic.

Carrozza is excited to be part of the Endicott team. She states enthusiastically, “knowing that I might have had a small part in helping students discover their passions or applying fantastic skills in internship settings is a great feeling. Since arriving at Endicott, I’ve been warmly welcomed by a clearly dedicated group of professionals; it feels like a family.”





ENDICOTT
COLLEGE

376 HALE STREET • BEVERLY, MASSACHUSETTS 01915

ENDICOTT EXPERIENTIAL LEARNING THROUGH INTERNSHIP
BRIDGES

Through *Bridges*, we celebrate and share the unique qualities of Endicott's comprehensive internship and career preparation program, which has been the hallmark of an Endicott education since the College's founding in 1939.