

**Can I start working with an advisor before school starts?**

We are excited that you will be joining the program! We typically do not work with students until you officially begin the program in the fall. We are continuing our work with recent graduates and preparing rising first years for their second year, and prepping for the incoming classes in the fall (you!) over the summer. We have built in the timing of our engagement with you based on years of experience working with the student cycles and recruiting timelines. We are fully committed to your success and we have things in place to help you in the meanwhile - trust the process!

Prior to Launch for the full time program, you will be required to take an online course based on foundational career knowledge to get you ready for recruiting. This is your first formal contact with us. The online course will answer many of your questions. During Launch, the CDO will host dedicated sessions to work with you as a group. During this time, you will schedule your first one on one appointment with an advisor to get acquainted. We want to know what your goals are so we can help you formulate a strategy for this semester.

For the PMBA program, we will also begin engagement with you during your orientation with tailored programming that addresses your unique needs and timelines. After that, you can begin meeting with an advisor to go over your current situation and help you get started with a career development plan that spans your two years in the program.

**Do I have to take the CDO course over the summer?**

Yes, the CDO course is required as a prerequisite for all students across all programs that want to engage in on campus recruiting. It is delivered through Canvas and will help you be prepared for the MBA recruiting process. Through the course, you will understand how the CDO can support you, begin your company research, and get your resume in the Rice Business format.

**What are Pre-MBA opportunities?**

Pre-MBA events — boot camps, seminars, networking events, mini internships — as the name implies, occur the summer before you start the program. Students who meet the targeted criteria are introduced to MBA career paths and can engage with employers. Some pre-MBA opportunities are targeted to diverse candidates while others are open to all and aim to educate future MBA students to potential career paths. It is common practice for major consulting and banking recruiters, and a select number of large organizations.

**Can PMBA students do an internship?**

Yes, there is a process in place for a PMBA student to pursue an internship. However, there are many considerations before you decide if an internship is right for you. Generally, the PMBA program is designed for the working professional - the internship is not built into the program. Therefore, it may be that certain core courses, such as finance, that would be beneficial to your target industries would not be offered prior to the interview process. Also, you must consider the time it will take to pursue recruiting efforts while juggling personal and professional

commitments. Most recruiters expect a high level of engagement and networking, in addition to learning technical and case interview techniques. Furthermore, if you are offered an internship and accept it, you will have to leave your full time role to complete the 11-12 week summer internship. Upon completion, if you are given a return offer, the start dates are not until after graduation (as they are hiring a fully minted MBA), so there may be many months of potential unemployment that you will need to navigate after the internship. For many roles, an internship is not required to make a career switch. There are a few industries such as Investment Banking where an internship is the main access point. If that is the case, please reach out to an advisor at the start of the program to discuss your game plan.

### **Can a PMBA start recruiting for full time roles their 1st year?**

An advisor can help you develop a strategy if you are interested in searching for a new role in your first year. This is often the case in times of job loss or wanting to seek outside opportunities from your current employer. However, keep in mind that if you are pursuing an MBA level role - one where the recruiter is seeking the MBA as a requirement - they are not likely to consider a first year student. Recruiters that work with our office follow the academic cycle and typically only consider second year students for MBA level positions. Also, if you receive an offer in the fall of your second year, typical start dates will not occur until completion of your degree in May. You can use this information to plan the exit of your current role accordingly.

### **I came in without a GMAT score. Do I need one?**

Often the admissions office will look at other metrics and experiences when considering a student's eligibility for entry to Rice Business. Depending on the industry you intend on pursuing post MBA however, a GMAT can be a critical part of your candidacy. The more competitive a role/industry is, the more likely a GMAT of 680 and above can increase your profile. This is common practice for consulting, investment banking, and leadership development rotational programs.

### **What can I do now to prepare for recruiting?**

Engaging with the Career Development Office from the time you begin your graduate program is where the real work happens, but you should start evaluating your career journey and prepping your job search materials such as resume, LinkedIn profile, and etc. Start researching what industries and roles that are common for MBAs. Look at publications like <https://poetsandquants.com/> to educate yourself on relevant recruiting topics and trends. If you have identified potential areas of interest, start researching what skills and requirements make you a competitive candidate. Also, attending the pre-MBA events will provide a great head start. You can see pre-MBA events listed here: <https://cdo.business.rice.edu/channels/prospective-students/> This list is not exhaustive, but a great place to start.

### **What are diversity conferences and who can attend?**

There are diverse organizations that organize annual conferences to support their memberships' needs. They often have regional and local chapters as well that host development opportunities, workshops, and scholarships. At the annual conferences, there are

opportunities to connect with recruiters from national organizations at the career fair. These career fairs are also valuable to students to connect with large corporations in tech, pharma, and other large organizations with leadership development programs. Some memberships to the organizations are closed to those meeting their requirements while others are open to all. Many MBA students attend the annual conference for the career fair to gain access to recruiters who are seeking diverse talent. These organizations include, but are not limited to:

<http://www.asianmba.org/>

<https://mbaveterans.com/>

<https://nbmbaa.org/>

<https://www.prospanica.org/>

<https://reachingoutmba.org/>

### **Do all the programs have access to the same recruiting and career advising opportunities?**

We allow our recruiters to drive the recruitment process. They outline to us what candidates and qualifications they are seeking. Recruiters have specific needs regarding where students are in their program cycle and requirements. All jobs are posted and viewable by audience on our job board portal, OWL-Careers, in alignment with their needs.

The CDO works with all students across programs. You have access to career coaching, workshops, and other special career education events. The advising team does develop educational content tailored to all of our student programs in the full time, professional, online, and executive groups, so there might be some programs that might be targeted to particular groups. Students are welcome to attend these, but know that we have created content targeted to the unique needs of these groups as well.

### **What are your recruiting stats? Who are your industry partners and what are the outcomes for students?**

We have our annual report public and posted here: <https://cdo.business.rice.edu/outcomes/>  
For further information, you can always contact our office at CDO@rice.edu

### **How often can I meet with a CDO Career Advisor?**

Students can book one appointment each week for 30 to 45 minutes. This gives you and your peers equal access to our team. Students can self book via OwlCareers <http://mba-rice.12twenty.com/> You will gain access to this portal once you start the program in the fall. If you need to meet with your advisor again in the same week, just email an advisor directly to coordinate.

### **For career changers, are there companies that hire students prior to graduation during the program?**

If you are pursuing an MBA level role - one where the recruiter is seeking the MBA as a requirement - they are not likely to consider a first year student. Recruiters that work with our office follow the academic cycle and typically only consider second year students for MBA level positions. However, if you are looking for an immediate career change in alignment with your current level and qualifications, you can work with your career coach at any time in the program to gain support in developing a strategy for an external job search, revision of your career documents, and help with interview preparation.

### **What are the employment statistics for PMBA students?**

We collect data from our students as they go through their programs. We have outcomes data published here: <https://cdo.business.rice.edu/outcomes/>. You can explore changes in level and companies that hired.

### **Are there PMBA specific recruiting events?**

Employers look forward to engaging with students across programs. It is typically more efficient for them to attend one event and be able to meet diverse candidates across programs. Employers may make decisions about which student population they want to target, but our networking events and programs are inclusive, and are open to students across programs. This is also an excellent way to network for roles and make connections at companies beyond the roles there are there to recruit for. There may be select events that are geared towards a particular group of students, but there are numerous networking and recruiting events each semester that you can engage in.