



2007|08 **Tepper** recruiter guide

Tepper School of Business at Carnegie Mellon

www.tepper.cmu.edu

Carnegie Mellon
Tepper
SCHOOL OF BUSINESS



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"The 2007 Wall Street Journal MBA ranking by more than 4,000 recruiters ranked the Tepper MBA as the #3 MBA program in the country."

greetings from the Tepper School of Business

On behalf of the Tepper School team, it is my pleasure to thank our recruiting partners for their ongoing interest in hiring the school's MBA and MSCF students. This year's '07-'08 Recruiting Guide serves as a helpful resource for becoming engaged with our students and faculty. In this guide, you will find information and Tepper School contacts to make your recruiting and hiring process a smooth and successful one.

Within the Career Opportunities Center, we understand the importance of providing you the best possible recruiting experience. Your recruiting needs are our most important priority.

Recruiters nationwide have recognized our singular focus upon developing talented students and providing exceptional support to recruiters. The 2007 *Wall Street Journal* MBA ranking by more than 4,000 recruiters ranked the Tepper MBA as the #3 MBA program in the country. Our graduates have long been recognized for their outstanding skills and contributions in the marketplace.

We are proud of the companies with which we work. Thank you for partnering with us as we enter another year of educating future business leaders. We find our work with you very rewarding and will continue to work toward global corporate recognition from you, our partners and customers.

Cordially,

A handwritten signature in red ink that reads "Kenneth R. Keeley". The signature is fluid and cursive, written in a professional style.

Kenneth R. Keeley, Ph.D.

*Executive Director, Career Opportunities Center
Tepper School of Business at Carnegie Mellon*



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recruiting calendar 2007–2008

MINI SEMESTER 1 Fall 2007

August 27 (Mon)

▶ **August 28 (Tue)**

August 28–29 (Tue – Wed)

September 3 (Mon)

September 11–16 (Tue – Sun)

September 12–13 (Wed – Thur)

September 14 (Fri)

▶ **October 1 (Mon)**

October 4–6 (Thur – Sat)

October 8–9 (Mon – Tue)

October 15 (Mon)

October 16 (Tue)

October 17–20 (Wed – Sat)

▶ **October 22–23 (Mon – Tue)**

MINI SEMESTER 2 Fall 2007

October 24 (Wed)

November 21–23 (Wed – Fri)

December 14 (Fri)

December 15–19 (Sat – Wed)

December 20–January 13

MINI SEMESTER 3 Spring 2008

▶ **January 3–4 (Thur – Fri)**

▶ **January 7–11 (Mon – Fri)**

January 14 (Mon)

▶ **January 15 (Tue)**

January 21 (Mon)

February 29 (Fri)

March 3–6 (Mon – Thur)

March 10–14 (Mon – Fri)

MINI SEMESTER 4 Spring 2008

March 17 (Mon)

▶ **March 18 (Tue)**

April 18–19 (Fri – Sat)

May 2 (Fri)

May 3–7 (Sat – Wed)

May 17 (Sat)

Mini 1 Classes Begin

Corporate Presentations Begin

Management Game – No Evening Presentations

Labor Day – No Presentations

National Black MBA Association, Orlando, FL

Management Game – No Presentations

Management Game – No Evening Presentations

On-Campus Recruiting Begins for Graduating Students

National Society of Hispanic MBA's, Houston, TX

Management Game – No Recruiting/Presentations

Last Day of Mini-1 Classes

Reading Day

Mini-1 Final Exams – No Recruiting/Presentations

Financial Services Off-Campus Recruiting – New York

Mini-Semester Break – No On-Campus Recruiting/Presentations

Mini-2 Classes Begin – No Recruiting/Presentations

Thanksgiving Break – No Recruiting/Presentations

Last day of Mini-2 Classes – No Recruiting/Presentations

Mini-2 Final Exams – No Recruiting/Presentations

Winter Break – No On-Campus Recruiting/Presentations

Off-Campus Recruiting – California

Financial Services Off-Campus Recruiting – New York

Mini-3 Classes Begin – No Recruiting/Presentations

On-Campus Recruiting Begins for Summer Internships and Graduating Students

Martin Luther King Day – No Recruiting/Presentations

Last Day of Mini-3 Classes

Mini-3 Final Exams – No Recruiting/Presentations

Spring Break – No Recruiting/Presentations

Mini-4 Classes Begin – No Recruiting/Presentations


On-Campus Recruiting Continues

Spring Carnival (No Parking) – No Recruiting/Presentations

Last Day of Mini-4 Classes – No Recruiting/Presentations

Mini-4 Final Exams – No Recruiting/Presentations

Graduation

A man with glasses, wearing a brown suit jacket, a white shirt, a yellow striped tie, and dark trousers, stands in a modern office environment. He is smiling and has his hands in his pockets. The background features large windows with a blue-tinted view of a building's interior structure.

“Tepper grads clearly set themselves apart. Equipped with leading-edge tools, fresh insights and seasoned experience, they successfully tackle the toughest problems and the greatest opportunities.”

Francisco D’Souza
MBA 1992
President and Chief Executive Officer
Cognizant Technology Solutions



Kimberly C. Parker (left)

Recruiting Coordinator
412.268.5783
kparker@andrew.cmu.edu

Lynn Urso (right)

Recruiting Manager
412.268.1311
lurso@andrew.cmu.edu

Steps For Arranging On-Campus Interviews

- 1. Schedule an interview date:** Choose a date and at least two alternate dates by completing the Recruiting Date Request at our Web site www.tepper.cmu.edu/recruiting, or contact the Recruiting Manager at 412.268.1311.
- 2. Schedule a presentation date:** If a presentation date is requested, our office will call to set up a date (normally scheduled at least 30 days prior to the interview date).
- 3. Complete the Campus Recruiting Information Form (CRIF) and Job Description:** Complete the CRIF and email job descriptions to the Recruiting Manager at lurso@andrew.cmu.edu at least six weeks prior to the interview date.
- 4. Confirm parking arrangements:** Please contact the Front Desk Coordinator at 412.268.2278 or hc2@andrew.cmu.edu at least three weeks before visiting campus. We want to ensure a smooth arrival. The East Campus Parking Garage, Forbes Avenue (page 20) opens at 8:00 a.m.

“Our goal is to provide recruiters with the highest possible level of customer service. This is accomplished through personalized attention and an entire staff focused on exceeding our recruiters’ expectations.” Lynn Urso, Recruiting Manager

recruiting process

Most MBA students complete their degrees each year in mid-May and most Master of Science in Computational Finance students graduate in December. Although most recruiting is held during our two primary recruiting periods (October through mid-December and mid-January through April), we are flexible and are happy to arrange recruiting dates that will accommodate your needs as well as those of our students. Because our school operates on a mini-semester system (seven-week intervals), interviewing is discouraged during the last week of each mini-semester while final exams are underway.

INTERVIEW DAY

The Career Opportunities Center is located in Posner Hall, Suite 149 within the Tepper School of Business (see campus map on page 20 for complete directions). Upon arrival, you will be provided with an interview packet that includes your schedule, resumes, class demographics, grade disclosure policy and interview feedback forms. The COC makes its resources available to you throughout the day, including fax machines and telephones. Taxi service to the airport can also be arranged with advance notification. Refreshments will be provided throughout the day, and you are welcome to join COC staff members, faculty members or masters program administrators for an on-campus luncheon. We recommend that you visit our Web site at least three weeks prior to the scheduled interview date. In advance of the pre-selection process, you may wish to review the online Resume Book for candidates who meet your needs. After informing the COC of your selections, you may also wish to send the candidates personalized letters.

GRADE POLICY

Tepper School of Business does not rank graduating students according to overall grade attainment, although national surveys consistently rank our program as one of the most rigorous in the country. Throughout their education, students are urged to make maximum use of the course offerings by taking heavy schedules rather than selecting nominal schedules in search of high averages. We strongly encourage you to evaluate our students on the basis of the recognized excellence of our curriculum and their individual performance during your interviews and subsequent company visits.

The following guidelines have been established concerning disclosure of grades during the recruitment process:

- > Resumes sent to employers through the COC (including the Resume Book and pre-screened schedules) will not include Tepper School of Business GPAs.
- > The COC prohibits employers and students from discussing Tepper grades during the initial COC facilitated interview.
- > After the decision for the subsequent interview is made and conveyed, the student is free to provide the recruiter with any pertinent Tepper grade information (i.e., transcript, GPA).

If by strict company policy you must request information from students concerning their academic performance at the Tepper School of Business during the initial interview, please discuss that requirement with any COC professional staff member prior to any discussion with individual students. If you have any concerns regarding this policy, please let us know before leaving campus.

COMPANY MATERIALS / CAREER OPPORTUNITIES CENTER LIBRARY

For a successful recruiting experience, we recommend that your company literature be up-to-date as students seek background about potential employers. Please provide information at least six weeks before the interview date to be placed in our career library. Web site URLs, company literature, annual reports, product brochures and detailed job descriptions are important resources to prepare students for your visit. Company presentation materials should be mailed at least two weeks before an event. Send company literature and presentation materials: **Attn: Corporate Presentation Coordinator, Tepper School of Business at Carnegie Mellon, Career Opportunities Center, Posner Hall, Suite 149, 5000 Forbes Avenue, Pittsburgh, PA 15213**

CALL-BACK VISITS AND JOB OFFERS

Our program is quite rigorous, and students may find it difficult to plan their on-site, second-round interview. Your flexibility in permitting students to schedule visits around classroom commitments is appreciated. Please note that no classes are held on Friday.

In order to provide students sufficient time to explore career options, we have joined with other leading graduate business programs in establishing guidelines for offer deadlines. Employers are strongly encouraged to provide graduating students sufficient time regarding offer acceptance, up until December 15 or three weeks after an offer (whichever is later). Summer internship candidates should be given until March 1 or one week after an offer (whichever is later) before requiring a response.

We recognize that some situations may require a faster response. In these instances, please inform the COC staff of the situation as soon as possible. Any student issue regarding a job offer is handled individually between the COC staff and the employer.

Interview Schedules

30-Minute Schedule

Interview 1	8:30–9:00
Interview 2	9:00–9:30
Interview 3	9:30–10:00
Break	10:00–10:15
Interview 4	10:15–10:45
Interview 5	10:45–11:15
Interview 6	11:15–11:45
Lunch	11:45–1:00
Interview 7	1:00–1:30
Interview 8	1:30–2:00
Interview 9	2:00–2:30
Break	2:30–2:45
Interview 10	2:45–3:15
Interview 11	3:15–3:45
Interview 12	3:45–4:15
Interview 13	4:15–4:45

30-Minute Back-to-Back Schedule*

Interview 1	8:30–9:30
Interview 2	9:30–10:30
Interview 3	10:30–11:30
Lunch	11:30–12:45
Interview 4	12:45–1:45
Interview 5	1:45–2:45
Break	2:45–3:00
Interview 6	3:00–4:00
Interview 7	4:00–5:00

45-Minute Schedule

Interview 1	8:30–9:15
Interview 2	9:15–10:00
Break	10:00–10:15
Interview 3	10:15–11:00
Interview 4	11:00–11:45
Lunch	11:45–1:00
Interview 5	1:00–1:45
Interview 6	1:45–2:30
Break	2:30–2:45
Interview 7	2:45–3:30
Interview 8	3:30–4:15
Interview 9	4:15–5:00

45-Minute Back-to-Back Schedule*

Interview 1	8:30–10:00
Break	10:00–10:15
Interview 2	10:15–11:45
Lunch	11:45–1:00
Interview 3	1:00–2:30
Break	2:30–2:45
Interview 4	2:45–4:15
Interview 5	4:15–5:45

**Back-to-back interviews are two schedules, which consist of two consecutive interviews for each student.*

Arrangements may be made for longer or shorter interviews and earlier or later hours. Please inform the Recruiting Manager if you would like to make changes to the standard schedule. If you expect more than one interviewer to participate, please inform us so that a larger room may be reserved.

**Gail Weems**

Corporate Presentation Coordinator
412.268.5044
weems@andrew.cmu.edu

Additional Presentation Options**Pre-Interview – 5:30 p.m. to 7:00 p.m.
(Monday – Thursday)**

Held the evening before the interview day, recruiters meet with the students on their interview schedule.

**Office Hours – 9:00 a.m. to 5:00 p.m.
(Monday – Friday)**

Recruiters can reserve space, if available, to meet with particular students by invitation or open the event to all students.

Special Interest Luncheons – Noon to 1:30 p.m. (Monday – Friday)

Companies may select to host a buffet luncheon event with targeted students or student clubs.

“Hosting a corporate presentation is a great way for companies to connect with Tepper students. It serves as an effective tool for recruiters to share information about their companies’ recruiting needs, culture and values.” Gail Weems, Corporate Presentation Coordinator

corporate presentations

Carnegie Mellon provides the opportunity for companies to meet with students to present corporate information and background, available positions, geographic locations, and opportunities to engage students in networking.

CORPORATE PRESENTATIONS

In our experience, the most successful corporate presentations are those that utilize a team approach. Students are eager to meet and hear from senior members of the management team, but they are also interested in relevant information from recent graduates, particularly alumni. During 2006–2007, 115 corporate presentations were held for students, and these forums are the most popular recruiting method for the initial introduction between our students and employers.

TYPES OF CORPORATE PRESENTATIONS

The Tepper School of Business provides various options for companies and students to participate in corporate presentations. All corporate presentations are held in classrooms that are fully A/V equipped.

Breakfast Events – 7:30 a.m. to 8:20 a.m. (Monday – Friday)

This event is held before classes begin at 8:30 a.m. and typically includes a company-sponsored breakfast and beverages.

Lunch Events – 12:30 p.m. to 1:20 p.m. (Monday – Friday)

This event typically includes a company-sponsored box lunch and beverages.

Evening Events – 5:30 p.m. to 6:20 p.m. (Monday – Thursday)

This event usually includes a company-sponsored reception held after the presentation from 6:20 p.m. to 7:30 p.m. in a reception room with beverages and hors d’oeuvres.

additional recruitment options

While on-campus recruiting is often a company's most effective approach, there are other successful ways to reach students. If a visit to our campus in Pittsburgh does not accommodate your organization's needs, please consider these other approaches:

POLYCOM VIDEO CONFERENCING

The Tepper School of Business owns and operates POLYCOM video conferencing equipment. This makes it possible to conduct video conference interviews with students. This may be of particular interest to domestic companies that are facilitating recruiting for international locations. Employers call into either an ISDN or IP call connection. To ensure the highest quality connection, ISDN is the preferred method. We do not charge a fee; however, please clarify the costs involved to dial in through your technical department. To obtain more information, please contact Lynn Urso, our Recruiting Manager at: lurso@andrew.cmu.edu or 412.268.1311.

In addition to on-campus recruiting, the COC has several suggestions to assist you in filling immediate openings. With our recruiting system, TepperEASE, you have access to the following:

- > **Electronic Job Postings:** By providing us with a current job description, we can promote opportunities directly to students and/or alumni. Interested students will apply by either being directed to your Web site or an email address you provide. Please forward job descriptions along with contact information to jobs4u@andrew.cmu.edu.
- > **Resume Books & Search:** Resume books are located in TepperEASE by academic program and functional area. By accessing TepperEASE, you may search on-line resume books or student profiles to locate candidates to suit your needs.
- > **Alumni Recruiting:** In addition to serving its graduate students, the COC provides lifetime services to alumni. If you have career opportunities for experienced professionals, please e-mail job descriptions to jobs4u@andrew.cmu.edu. Alumni resume books are located in TepperEASE. Alternatively, you may speak with a career counselor at 412.268.2278.

DISTANCE LEARNING STUDENTS

For the school's distance learning program (FlexMode MBA and New York MSCF) students, we recommend telephone interviews with these individuals during the course of normal on-campus recruiting. The students know that it is in their best interest to interview in person, and if their schedule permits, will be present in Pittsburgh for the interview.

Steps For Arranging Corporate Presentations

1. **Schedule a date:** Contact the Recruiting Manager at 412.268.1311 to request a presentation date. If requesting an interview date, the Recruiting Manager will ask if you would like to reserve a presentation date.
2. **Complete the Corporate Presentation Form (www.tepper.cmu.edu/corppresentationform):** Once submitted, your event is confirmed.
3. **Confirm catering arrangements:** We ask that companies handle all catering arrangements directly with local caterers. You will be billed directly by the vendors. Students are asked to register for corporate presentations, and the RSVPs are available two working days prior to your visit.
 - Aspinwall Everyday Gourmet**
412.268.2680
 - Carnegie Mellon University Catering**
412.268.2129
 - The Fluted Mushroom**
412.381.1899
 - Opening Night at the Strip**
412.232.0338
 - Rania's Catering**
412.531.2222
4. **Make parking arrangements:** Please call 412.268.2278 at least three weeks prior to event to arrange parking.
5. **Mail presentation materials:** Company presentation materials should be mailed at least two weeks before the event to:
Attn: Corp. Presentation Coordinator
Tepper School of Business
Career Opportunities Center
Posner Hall, Suite 149
5000 Forbes Avenue
Pittsburgh, PA 15213

**Stephen Rakas**

Associate Director
412.268.2277
srakas@andrew.cmu.edu

“By the end of their first year of study, our students are well-equipped with a solid understanding of business principles and have acquired the sophisticated analytical and decision making skills to make immediate contributions as summer interns.” Stephen Rakas, Associate Director

summer internships

Each year, more than 90 percent of our first year MBA and MSCF students seek a summer internship. We believe the best way to combine theory with practice is through a business internship. A first year MBA student is well equipped with an understanding of the functional areas of marketing, finance, production management, information systems, accounting and human resource management. Our students have also acquired sophisticated analytical decision making and communication skills, as well as a thorough knowledge of economics and today's management environment. Additionally, all students have strong basic computer skills and knowledge of many software applications.

BENEFITS TO YOU

- > Excellent and economical source for completing short-term project assignments.
- > Pre-hire evaluation opportunity that provides an objective viewpoint and in-depth ideas.

SUMMER ASSIGNMENTS

We recommend that companies provide an assignment that will utilize skills learned during the first year of the MBA or MSCF programs. Projects that interns can complete from initiation to finish, including written and oral presentations, are ideal assignments for students and employers. While the internship is separate from the job recruiting process, with no obligation to make a permanent job offer, many students choose to return to their internship firm when offers are made.

AVAILABILITY OF STUDENTS

Internships begin in mid-May and continue through late August. Temporary summer relocation to your area is not an issue, and we suggest internships be 10–12 weeks in length.



“My summer internship was self-directed, and it was exciting to learn so much in three months. I received an offer from the company, and it feels good to realize that I know – and the company agrees – I would definitely hit the ground running and make a contribution.”

Ariel Rubin
MBA 2007
2006 Internship:
Thermo Fisher Scientific
Financial Analyst

**Colleen Smith**

Director, Diversity Strategies and Programs
412.268.4320
colleen@andrew.cmu.edu

“Our diversity community is among our most valuable assets. The school’s recruiting initiatives include leadership and membership among the top organizations. We don’t view diversity as a project or assignment...here, it’s an inherent part of our identity.” Colleen Smith, Director, Diversity Strategies and Programs

diversity initiatives

In order to create a diverse class of future business leaders, the Tepper School has partnered with a number of organizations to support your recruiting needs.

THE CONSORTIUM FOR GRADUATE STUDY IN MANAGEMENT

The Tepper School of Business is one of 13 top business schools in alliance with leading corporations working with an elite group of American MBA students and alumni to more effectively reflect the changing ethnic and cultural face of American business.

www.cgsm.org

FORTÉ FOUNDATION

The Tepper School of Business is one of 28 top business schools that have formed a consortium with major corporations to become a powerful change agent in education and to direct talented women into leadership roles in business.

www.fortefoundation.org

ROBERT A. TOIGO FOUNDATION

The Robert A. Toigo Foundation is the premier organization supporting the ongoing advancement of exceptional minority business school students and alumni within the finance industry through scholarships, mentoring, internships and employment opportunities. Working in partnership with the nation’s leading academic and financial institutions, the Foundation seeks to foster diversity in the global marketplace and to promote ethics, integrity, community service and business leadership skills through the careers of these highly talented individuals.

www.toigofoundation.org

The Career Opportunities Center also participates in various diversity recruiting events such as the National Black MBA Association Conference and the National Society of Hispanic MBA Conference.



THE
CONSORTIUM



Inspiring Women Business Leaders.



“The school is small, which makes the classes extremely intimate and open. The Tepper School professors constantly monitor their students’ participation levels, which ensures that the two-year experience is both valuable and relevant.”

Hakeem Oseni II
MBA 2001
The Citigroup Private Bank
Vice President
New York, NY



Beth Crow

Executive Director of Corporate Relations
Phone: 412-268-7045
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Carolyn Hess Abraham

Director of Corporate Relations
Phone: 412.268.8709
Email: cha@cmu.edu

“Corporate partners have premier opportunities to recruit from one of the nation's top MBA programs, to sponsor executive education programs and collaborate with our faculty in areas of research, and to partner with students in enriching their MBA experience. Our team works closely with corporations as key partners in building broad, strategic initiatives.”

Beth Crow, Executive Director of Corporate Relations

corporate visibility

CURRICULUM

Management Game

The Management Game course in the MBA program is an applied strategic management exercise in which teams of students act as senior management of manufacturing companies for three simulated years. It is a unique course in that students are primarily evaluated by external professionals who play the role of a board of directors, and by the value that they add to their companies during the exercise. The unstructured nature of the class and the focus on deliverables make the class feel more like an executive position than a classroom experience. Companies interested in participating as external constituents may contact **David Lamont** at: dl0d@andrew.cmu.edu or 412.268.7578.

Project Courses

Project courses are an integral part of the Tepper MBA program. The opportunity for organizations to work with student teams and faculty advisors constitutes a capstone course of the cross-campus tracks, functional business areas and entrepreneurship. A second-year final term project course allows our MBA students, as a team, to integrate knowledge acquired, apply the learning to a specific business situation, communicate results and make an impact in the client organization. To learn more about these courses, or to investigate the development of a student team project for your organization, please contact **John Mather** at: mather@andrew.cmu.edu or 412.268.3698.

Case Competitions

Tepper School masters students host a number of case competitions throughout the year. Most weekends feature Tepper student teams presenting case solutions to a panel of judges from a sponsoring organization. Recent examples include operations, marketing, finance, entrepreneurship and corporate strategy. If you would like to participate in a case competition as a sponsor, judge or provider of a case, please contact **Carolyn Hess Abraham** at: cha@cmu.edu or 412.268.8709.

GUEST SPEAKERS

There are many opportunities for business leaders to participate in the classroom, as guest speakers, primarily in the concentration electives of the second year. The concentrations

include all functional areas of business, but finance, operations, marketing, strategy and entrepreneurship are the most selected. In addition, there are often panels of experts assembled that are organized by faculty for conferences, student clubs and special events to which business leaders are invited. To consider one of these opportunities, please contact **Beth Crow at: bcrow@andrew.cmu.edu or 412.268.7045.**

CORPORATE ASSOCIATES

Relationships, alliances and partnerships all nurture a successful organization. The graduate business programs at the Tepper School of Business rely upon the long-term relationships with hundreds of corporations and executives for continued success. The Corporate Associates program provides an opportunity for sponsors to participate as advisors, speakers and mentors. Our corporate partners sponsor student case competitions as well as various recruiting and networking events that may be targeted toward specific student populations. Join us in learning how your company may be a partner in providing a world-class education. To obtain more information, please contact **Carolyn Hess Abraham at: cha@cmu.edu or 412.268.8709.**

partnership opportunities

STRATEGIC ENGAGEMENT

Our relationships with corporate partners are a critical component of the Tepper School's success. Together we enable the exchange of knowledge and facilitate the advancement of management education and research. Corporations can engage with individual initiatives within the School or can build a comprehensive relationship through our new Center for Business Solutions. The Center leverages the experience of the faculty, the talent of the student body, and the diversity of the University's rich resources to conduct research and develop solutions on behalf of the Center's members. Companies that join the Center for Business Solutions will find this groundbreaking initiative a valuable resource to apply technology as a critical element in converting data to knowledge, action and financial performance. Membership is obtained through a sponsorship program that helps to fund research for faculty and students. The numerous benefits to members can include access to faculty/student project teams; private briefings on faculty research; opportunities to participate in summit meetings and conferences; project course/track sponsorships; and priority recruiting. Member companies also may conduct joint research, provide industry data and sponsor international field studies and case competitions.

In addition, the Executive Education Center, in collaboration with the Center for Business Solutions, offers member companies an educational experience distinguished by unique content, personalized learning, and superior return on investment. Our specialty is custom corporate education with tailored content, exceptional flexibility and responsiveness. Contact **Beth Crow at bcrow@andrew.cmu.edu or John Lankford at john6@andrew.cmu.edu.**

Research Centers

Commitment to ongoing innovation is at the core of the Tepper School of Business' educational philosophy. Internationally renowned for research achievements, our faculty explore a wide range of issues and theories in coursework and investigative activities.

OUR RESEARCH CENTERS INCLUDE:

- > Carnegie Bosch Institute for Applied Studies in International Management
- > Carnegie Mellon Electricity Industry Center
- > Center for Analytical Research in Technology
- > Center for Behavioral Decision Research
- > Center for Business Communication
- > Center for Business Solutions
- > Center for Financial Markets
- > Center for the Interdisciplinary Research on Teams
- > Center for International Corporate Responsibility
- > Center for the Management of Technology
- > Center for Organizational Learning, Innovation and Performance
- > Donald H. Jones Center for Entrepreneurship
- > The Gailliot Center for Public Policy
- > Green Design Institute
- > Teaching Innovation Center

student clubs

Student clubs are excellent vehicles for companies to learn more about our students and programs. We invite you to consider speaking and sponsorship opportunities. Please call Joyce Maszle at 412.268.7060 to reach club presidents or email them directly.

ALPHA ASSET MANAGEMENT CLUB

Jarett Fisher, jarettfisher@cmu.edu

The Alpha Asset Management Club provides students with an opportunity to educate themselves about securities research, portfolio management, and all styles of investing. Through the Tepper Opportunity Fund, members are given the chance to make investment decisions in the context of a tangible portfolio. The Club also organizes a variety of events throughout the year including trading competitions, industry speakers, and site visits to leading investment management firms.

ASIAN BUSINESS ASSOCIATION

Geoffrey Bent, gbent@andrew.cmu.edu

The Asian Business Association consists of students who are from Asian countries as well as non-Asian students to facilitate an in-depth understanding of Asian business and culture. The primary business objectives of the ABA are to help prepare Asian students with employment opportunities in both the West and in Asia, and additionally to introduce non-Asian students to business and employment opportunities in the Asia-Pacific region. Cultural objectives focus on better cross-cultural understanding, informal mentoring, social activities and ultimately cultivating pride in Asian heritage and culture.

BIOPHARMA CLUB

Bernd Kullmann, bkullman@andrew.cmu.edu

Dr. Matthew Hawryluk, mhawryluk@cmu.edu

The BioPharma Business Club promotes involvement and leadership in business related to areas of biotechnology, pharmaceuticals and medical devices. Our members are passionate about leveraging the opportunities in life sciences to make positive impacts.

BLACK BUSINESS ASSOCIATION

Joseph Akpan, jakpan@andrew.cmu.edu

The Black Business Association (BBA) supports all MBA students of African descent at The Tepper School of Business. Our objective is to support the personal and professional development of our members, who represent a wide range of

experiences and interests, through a variety of programs and initiatives. BBA strongly emphasizes academic excellence, community involvement, and professional development. The BBA is also dedicated to increasing the number of students of African descent at Tepper and in re-connecting with alumni to strengthen the BBA alumni network.

BUSINESS AND TECHNOLOGY CLUB

Ramesh Seela, sseela@andrew.cmu.edu

The Business and Technology Club at the Tepper School of Business is focused on exposing members to the myriad career opportunities available in technology. We engage with industry experts, provide exposure to emerging technologies, and network with professionals at some of the most dynamic companies in the world. Our club caters to students of all disciplines, including finance, marketing, operations, and IT.

COMMUNITY OUTREACH

Darren Sabom, darrensabom@cmu.edu

Community Outreach organizes and facilitates Tepper students' participation in a diverse range of community service activities. The goal is to enrich the lives of busy students and to reinforce that the business leaders of tomorrow will also be the community leaders of tomorrow.

CONSULTING CLUB

Amit Bhardwaj, abhardwaj@cmu.edu

The Consulting Club is one of the largest and most influential clubs at Tepper. Comprised of more than 100 members, the club is led by second year MBA students who are dedicated to promoting and improving the Consulting Club for all of its constituents. The goal of the Tepper Consulting Club is to prepare and mentor our members to secure careers of their choice in the field of consulting. Some of the club's initiatives to prepare its members for the field of consulting include: organizing an industry speaker series, working collaboratively with leading consulting companies to organize case competitions, and sponsoring mentors and case preparation workshops.

ENTREPRENEURSHIP & VENTURE CAPITAL CLUB

Michael Farrell, michaelfarrell@cmu.edu

The EVC Club supports the development and funding of new business ideas among Tepper MBA students, across the CMU campus, and within the Pittsburgh community. Our mission is to leverage the curriculum and educate our members about entrepreneurship, venture capital, and private equity to enable them to make informed decisions about starting a business; or pursuing careers in these areas.

GOLF CLUB

Brad Rifkin, brifkin@cmu.edu

In the world of business the ability to confidently approach a round of golf can prove to be quite valuable. The Golf Club strives to acclimate new players with the game and hosts several outings throughout the year that foster a sociable and fun environment.

GRADUATE FINANCE ASSOCIATION

Arthur Hyder, ahyder@cmu.edu

The Graduate Finance Association enhances the academic programs of the graduate business school while building strong alumni relations and promoting the MBA and MSCF programs as strong sources of finance and investment professionals.

LATIN AMERICAN BUSINESS CLUB

Daniela Guevara,

mguevara@andrew.cmu.edu

The Latin American Business Club enhances understanding of business in Latin America and increases awareness of the Latin culture among the Tepper community.

MARKETING CLUB

Scott Jubeck, sjj@andrew.cmu.edu

The Marketing Club introduces MBA students to marketing careers and illuminates various career paths within the field. We educate by collaborating with successful marketing alumni and contacts and equip students with tools necessary for their careers through projects, enhanced marketing tools and special events

that build upon classroom concepts. Past events have included case competitions and speaker panels sponsored by Fortune 500 companies.

NET IMPACT

Curtis Stratman, stratman@cmu.edu

Oren Lieberman, olieberman@cmu.edu

Net Impact's mission is to improve the world by growing and strengthening a network of new leaders who are using the power of business to make a positive net social, environmental, and economic impact. With more than 130 student and professional chapters on five continents in 80 cities and 80 graduate schools as well as partnerships with leading for- and not-for-profit organizations, Net Impact enables members to use business for social good in their graduate education, careers and communities.

The Tepper Net Impact Chapter organizes regular faculty discussion lunches to discuss ethical and social responsibility issues, works collaboratively with the surrounding community to improve business and social practices, and sponsors campus initiatives to promote social awareness. The chapter is also actively working to bring executives from a variety of industries who can speak to their companies' efforts in social responsibility.

OPERATIONS MANAGEMENT CLUB

Ravindra Rathi, rrathi1@andrew.cmu.edu

The goal of the club is to foster greater understanding of leading edge production methodologies, planning & logistics optimization, general management and supply chain solutions to achieve operational efficiencies. Events organized by the club are focused toward student, faculty and industry interaction in and outside the classroom. The club promotes thought exchanges through student-run internal and international case competitions with participants from other top business schools. The club also sponsors industry specific conferences, networking events with alumni and industry, corporate leadership training and facility tours.

ORGANIZATIONAL LEADERSHIP CLUB

Arjun Hattiangadi, ahattian@andrew.cmu.edu

The club's mission is to educate the student body about leadership and interpersonal issues faced by managers in the business world. The club executes this mission through two main channels. One is through the involvement of alumni and distinguished persons to discuss leadership and personal experiences via a speaker series. The second means is by holding skill-focused workshops that encourage students to expand existing social skill sets.

PUBLIC SPEAKING CLUB

Oleg Bestsenny, obestsens@andrew.cmu.edu

The Public Speaking Club broadens and deepens students' public speaking, group communication and leadership skills in a fun and intellectually stimulating environment.

REAL ESTATE CLUB

Matthew Warman, mwarman@andrew.cmu.edu

The club fosters education, investment, and career opportunities for graduate students interested in real estate.

SOCCER CLUB

Andrew Manton, amanton@andrew.cmu.edu

The goal of this organization is to provide a fun, non-academic forum in which students obtain the benefits of exercise and bond with fellow classmates. Members of this club also network with MBA students in soccer clubs from other top business schools while competing in MBA soccer tournaments around the country.

SOUTH ASIAN BUSINESS ASSOCIATION

Apoorva Choudhary, achoudha@andrew.cmu.edu

The South Asian Business Association is a student organization founded in 2001. SABA is geared toward supporting students of South Asian origin both from professional and cultural viewpoints. Professionally, through the annual India Business Conference, SABA seeks to facilitate networking within the school of business as well as the external business community to create opportunities for our members. Culturally, SABA hosts and promotes events to maintain our South Asian identity by celebrating major regional festivals.

TEPPER WOMEN IN BUSINESS

Worknesh Belay, worknesh@andrew.cmu.edu

This club acts as an educational and social network to support and promote women in business while enhancing students' experiences at the Tepper School of Business. The club provides networking opportunities among students, faculty, industry professionals and the National Association of Women MBA network.

WINE CLUB

Rachel Graper, rgraper@andrew.cmu.edu

The Wine Club provides the Tepper community with a forum to explore the culture of wine in a fun, hospitable environment. Our events include tastings and receptions, in addition to educational sessions. The Club welcomes all students and their partners. Salut!

The weekly student newspaper, *Robber Barons*, is a terrific advertising opportunity for companies to share their recruiting plans and schedule for upcoming campus visits. A popular publication, *Robber Barons* is supervised, written and distributed by students and provides a humorous and information-packed chronicle of campus life. You can contact co-editors Julia Warner (jwarner@andrew.cmu.edu) and Michael Hermeston (mhermest@andrew.cmu.edu) for further information.

restaurants & accommodations

Alexander's Restaurant

5104 Liberty Avenue
Cuisine: Italian
Price Range: \$8–15
Location: Bloomfield
412.687.8741

Café Allegro

51 South 12th Street
Cuisines: French, Italian, Seafood
Price Range: \$25–50
Location: South Side
412.481.7788

Café Sam

5242 Baum Boulevard
Cuisine: Eclectic
Price Range: \$10–15
Location: Shadyside
412.621.2000

Casbah

229 South Highland Avenue
Cuisines: Mediterranean, Eclectic
Price Range: \$15–25
Location: Shadyside
412.661.5656

Duranti's Restaurant

128 N. Craig Street
Cuisine: American
Price Range: \$25–50
Location: Oakland
412.682.1155

Georgetowne Inn

1230 Grandview Avenue
Cuisines: American, Seafood, Steakhouse
Price Range: \$14–35
Location: Mt. Washington
412.481.4424

Grand Concourse

100 West Station Square Drive
Cuisines: American, Seafood, Steakhouse
Price Range: \$25–50
Location: South Side
412.261.1717

Lucca

317 South Craig Street
Cuisine: Italian
Price Range: \$25–50
Location: Oakland
412.682.3310

Mallorca

2228 East Carson Street
Cuisines: Mediterranean, Seafood, Spanish
Price Range: \$15–25
Location: South Side
412.488.1818

Mitchell's Fish Market

185 West Waterfront
Cuisine: Seafood
Price Range: \$15–25
Location: Homestead
412.476.8844

Monterey Bay Fish Grotto

1411 Grandview Avenue
Cuisine: Seafood
Price Range: \$15–25
Location: Mt. Washington
412.481.4414

Original Fish Market

1001 Liberty Avenue
Cuisine: Seafood
Price Range: \$15–25
Location: Downtown
412.227.3657

Courtyard by Marriott Shadyside

5308 Liberty Avenue
Pittsburgh, PA 15224
412.683.3113
Toll-Free: 800.321.2211
Fax: 412.683.3133
Corporate rate available for Carnegie Mellon visitors. Complimentary shuttle service. Within 2 miles of campus.
www.courtyardshadyside.com

Hampton Inn – University Center/Oakland

3315 Hamlet Street
Pittsburgh, PA 15213
412.681.1000
Toll-Free: 800.HAMPTON
Fax: 412.681.3022
Corporate rate available for Carnegie Mellon visitors. Complimentary shuttle service. Within 2 miles of campus.
www.pittsburghhamptoninn.com

Holiday Inn Select University Center/Oakland

100 Lytton Avenue
Pittsburgh, PA 15213
412.682.6200
Toll-Free: 800.864.8287
Fax: 412.682.5745
Corporate rate available for Carnegie Mellon visitors. Complimentary shuttle service. Within 1 mile of campus.
www.hiselect.com

Pittsburgh Marriott City Center

112 Washington Place
Pittsburgh, PA 15219
412.471.4000
Toll-Free: 888.456.6600
Fax: 412.281.4797
Uptown Pittsburgh.
Within 3 miles of campus.
www.marriott.com/property/property-page/pitdt

Pittsburgh is a big-league city with small-town virtues such as a low crime rate, tree-lined streets and – surprise – one of the cleanest and healthiest environments of any major city. Pittsburgh's cozy neighborhoods and genuinely friendly people combine with Fortune 500 headquarters, major league sports teams (which boast a large collection of Super Bowl trophies, Stanley Cups and World Series rings) and a world-class symphony, opera, ballet and theater.

driving directions

Residence Inn by Marriott/Oakland

3896 Bigelow Boulevard
Pittsburgh, PA 15213
412.621.220
Toll-Free: 800.513.8766
Fax: 412.621.0955
Complimentary shuttle service.
Within 2 miles of campus.
www.residenceinn.com/pitro

Shadyside Inn

5405 Fifth Avenue
Pittsburgh, PA 15232
412.441.4444
Toll-Free: 800.76.SUITE
Fax: 412.687.7312
Within 1 mile of campus.
www.shadysideinn.com

Sheraton Station Square Hotel

300 West Station Square Drive
Pittsburgh, PA 15219
412.261.2000
Toll-Free: 800.325.3535
Fax: 412.261.2932
Within 4 miles of campus.
www.sheraton.com/stationsquare

The Westin Convention Center

1000 Penn Avenue
Pittsburgh, PA 15222
412.281.370
Toll-Free: 888.627.8187
Fax: 412.227.450
Downtown.
Within 5 miles of campus.
www.westin.com/pittsburgh

Wyndham Garden Hotel – University Place

3454 Forbes Avenue
Pittsburgh, PA 15213
412.683.2040
Toll-Free: 877.662.6242
Fax: 412.683.3934
Corporate rate available for
Carnegie Mellon visitors.
Complimentary shuttle service.
Within 2 miles of campus.
www.pittsburghpawyndham.com

The Tepper School of Business is located on the Carnegie Mellon University campus at the corner of Tech and Frew streets, adjacent to Schenley Park. Please see the campus map on the following page. The campus is approximately 45 minutes from the Greater Pittsburgh International Airport. Due to the distance from the airport and early morning traffic congestion, it is extremely difficult to fly into Pittsburgh on the morning of your recruiting date. Late arrivals cause difficulties for students who choose their interview times according to class schedules. Therefore, we encourage recruiters to fly to Pittsburgh on the evening before the recruiting date. We recommend taxis instead of rental cars. Be aware that there may be detours due to road construction. View www.dot.state.pa.us for the most up-to-date road information.

FROM THE AIRPORT

Follow Route 60 to Interstate 279 North to Pittsburgh, through the Fort Pitt Tunnel, to Interstate 376 East. Take Interstate 376 East to the Forbes Avenue/Oakland Exit #2A. Follow Forbes Avenue through Oakland until the campus is visible on the right (approximately 1-1/2 miles). Turn right onto Margaret Morrison Street and left onto Tech Street. The Tepper School of Business is on the right.

FROM THE EAST ON PA TURNPIKE

Exit at Pittsburgh-Monroeville, Exit #57. Take Interstate 376 West to Edgewood/Swissvale, Exit #7. Turn right onto Braddock Avenue at the end of the ramp and continue to the Forbes Avenue intersection. Turn left onto Forbes Avenue and follow Forbes Avenue. Turn left onto Margaret Morrison Street and left onto Tech Street. The Tepper School of Business is on the right.

FROM THE WEST ON PA TURNPIKE

Exit at Cranberry, Exit #28. Take Interstate 79 South to Interstate 279 South. Follow Interstate 279 South to Veterans Bridge to Interstate 376 East. Take Interstate 376 East to Forbes Avenue/Oakland, Exit #2A. Follow Forbes Avenue through Oakland until the campus is visible on the right (approximately 1-1/2 miles). Turn right onto Margaret Morrison Street and left onto Tech Street. The Tepper School of Business is on the right.

Note that the most convenient parking is in the East Campus Garage on Forbes and Beeler Streets. If you are driving, please reserve parking through the COC at least three weeks in advance and enter the garage at the Forbes Avenue driveway entrance. To make reservations please contact: [Heather Corcoran, the Front Desk Coordinator at hc2@andrew.cmu.edu](mailto:Heather.Corcoran@andrew.cmu.edu) or 412.268.2278.

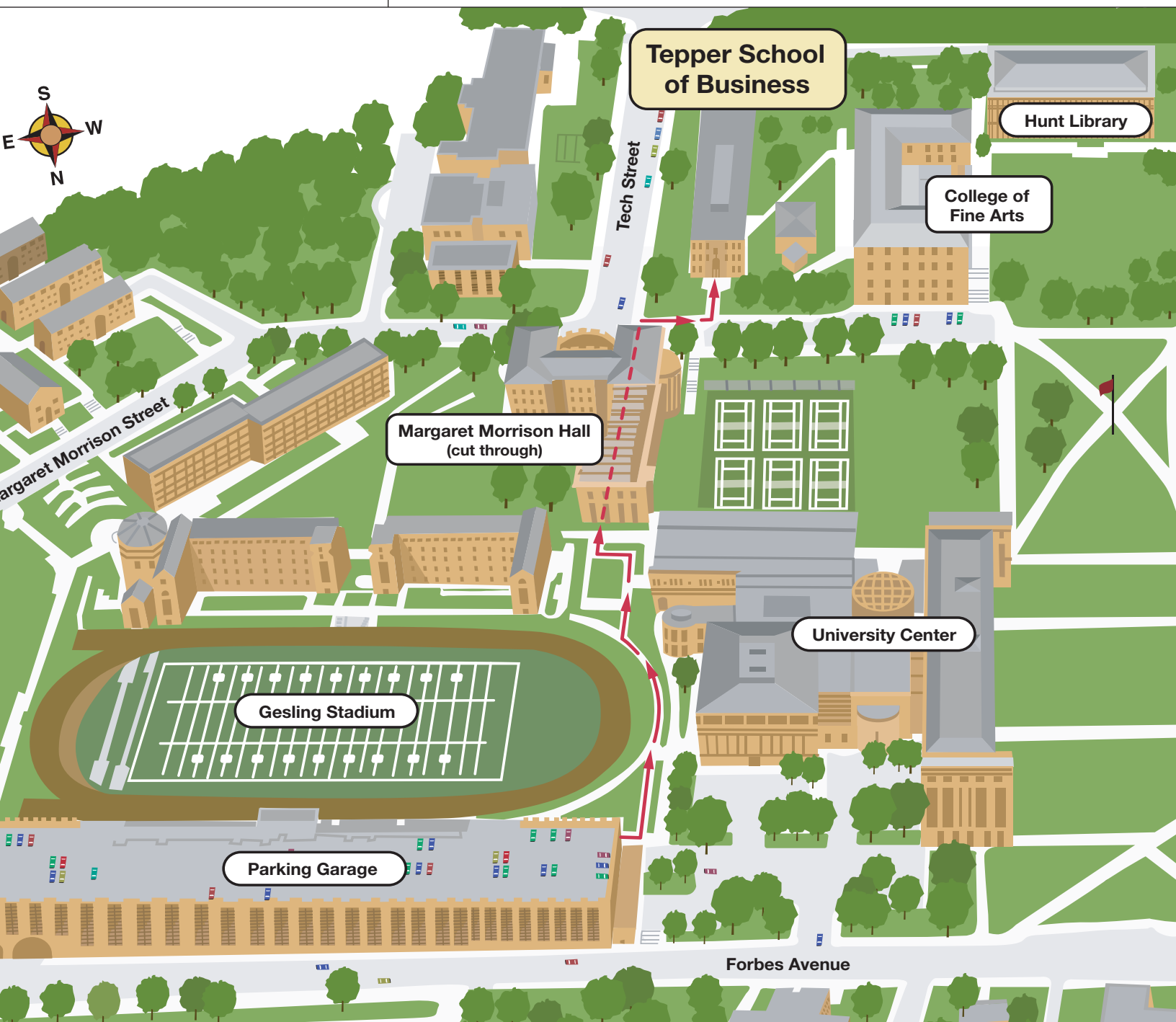
FROM CAMPUS TO THE AIRPORT

Go west on Forbes Avenue (turn left on Forbes); when it becomes one way turn right onto Bellefield Street, then left onto Fifth Avenue. Stay in the middle lane on Fifth Avenue. Follow signs for Interstate 376 West to Downtown. Turn left from center lane, then right and follow to Boulevard of Allies; bear right down a ramp to Interstate 376. Follow Interstate 376 and cross the Fort Pitt Bridge and Tunnel. Get on Interstate 279 South to airport. Follow signs to airport.

Questions regarding parking may be directed to the Front Desk Coordinator at hc2@andrew.cmu.edu or 412.268.2278.

campus map – walking directions

Directions from the parking garage to the Tepper School of Business: As you exit the parking garage, follow the sidewalk to Margaret Morrison Hall, cut directly through the building and exit the other side. Proceed to your right and up the steps to the Tepper School of Business. You will enter on the ground floor of Posner Hall and can either take the steps or the elevator (located to your left) to the first floor where you will find the COC lobby.



Carnegie Mellon University does not discriminate and Carnegie Mellon University is required not to discriminate in admission, employment, or administration of its programs or activities on the basis of race, color, national origin, sex or handicap in violation of Title VI of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972 and Section 504 of the Rehabilitation Act of 1973 or other federal, state, or local laws or executive orders.

In addition, Carnegie Mellon University does not discriminate in admission, employment, or administration of its programs on the basis of religion, creed, ancestry, belief, age, veteran status, sexual orientation or gender identity. Carnegie Mellon does not discriminate in violation of federal, state, or local laws or executive orders. However, in the judgment of the Carnegie Mellon Human Relations Commission, the Presidential Executive Order directing the Department of Defense to follow a policy of "Don't ask, don't tell, don't pursue" excludes openly gay, lesbian and bisexual students from receiving ROTC scholarships or serving in the military. Nevertheless, all ROTC classes at Carnegie Mellon University are available to all students.

Inquiries concerning application of these statements should be directed to the provost, Carnegie Mellon University, 5000 Forbes Avenue, Pittsburgh, PA 15213, telephone 412.268.6684 or the vice president for enrollment, Carnegie Mellon University, 5000 Forbes Avenue, Pittsburgh, PA 15213, telephone 412.268.2056.

Carnegie Mellon University publishes an annual campus security report describing the university's security, alcohol and drug, and sexual assault policies and containing statistics about the number and type of crimes committed on the campus during the preceding three years. You can obtain a copy by contacting the Carnegie Mellon Police Department at 412.268.2323. The security report is also available online at www.cmu.edu/police/statistics.htm.

Obtain general information about Carnegie Mellon University by calling 412.268.2000.



Tepper School of Business
William Larimer Mellon, Founder

Carnegie Mellon University
5000 Forbes Avenue
Pittsburgh, PA 15213-3890

Career Opportunities Center
Phone: 412.268.2278

www.tepper.cmu.edu



ON THE COVER:

Lyenda Simpson Delp
MBA 1997

Goldman Sachs Asset Management
Vice President
New York, NY