



We do business   connections

Hari B. Varshney  
Business Career Centre  
Annual Report 2011

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**SAUDER**  
School of Business

ROBERT H. LEE  
GRADUATE SCHOOL

Opening Worlds

MAKE A WELCOME CONNECTION



“At the Hari B. Varshney Business Career Centre, we care passionately about our students’ careers – their goals, satisfaction, and successes.”

We understand that successful career management is multi-faceted and complex. It starts with knowing yourself - your skills, abilities, personality, interests, and ambitions. With that knowledge, you are in a position to target appropriate markets, to develop a plan for the next steps in your career, and then plot an effective job search strategy and overall set of activities that ensure you have a rich and vibrant network.

A rewarding career requires long-term thinking – and long-term support. As such, we are extremely pleased to offer our extensive range of career services to our valued alumni.

Introduced in February 2011, the re-imagined alumni network offers graduates from the Sauder School of Business a lifetime of access to our career management services. We offer events, personal coaching, and an online community rich with resources, including a job search database. Whether our alumni find themselves looking for new challenges, an opportunity in another city, or a change in industries, we are here to help.

This enhanced service benefits more than just Sauder alumni. We believe this program will further bolster the Business Career Centre’s effectiveness in providing employers with more and better opportunities to connect with top-quality candidates that offer a range of experience.

At the Business Career Centre, we rely heavily on our alumni. They volunteer as mentors, panellists, speakers, and offer support through student employment opportunities. We are very happy to express our gratitude by supporting them through the full life-cycle of their careers.

The formal launch of this exciting new service occurred in September 2011. If you are an alumnus, I invite you to explore the many career enhancement opportunities we have to offer. If you are an employer, I encourage you to remember that our large community of talent includes both students and alumni – all of whom have the potential to add substantial value to your organization.

Sincerely,

A handwritten signature in black ink that reads "Denise Baker". The signature is written in a cursive, flowing style.

**Denise Baker**

Assistant Dean, Hari B. Varshney  
Business Career Centre  
Sauder School of Business  
University of British Columbia

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The Sauder School of Business at the University of British Columbia is one of Canada's leading business schools. Our international reputation for excellence is built on a faculty of top business thinkers who prepare our students for success by providing them with a combination of new management skills and knowledge, leadership ability, and hands-on experience.

Sauder's students enrolled in Bachelor's, Master's, and PhD programs come from around the world. They are taught in a dynamic, collaborative culture that recognizes the global nature of today's business environment. Our diverse, multi-cultural faculty and student body enable our students to develop a broad perspective at all levels of business operations, and gain expertise in over 15 major areas of specialization.

With a roster of over 3,000 high-achieving undergraduate and graduate students, and 30,000 Sauder School of Business alumni in 70 countries, the team at the Hari B. Varshney Business Career Centre is proud to help organizations find ideal individuals for their permanent, summer, Co-op, and internship positions.

## Our Mission

Educate and empower Sauder School of Business students and alumni to develop and practice lifelong, successful career management strategies by providing

comprehensive, innovative career development services and by building partnerships and facilitating connections with organizations and the community.



LET'S GET TO WORK

WITH RESULTS

## CREATING VALUE

### EVENTS

- 194 events, workshops and seminars attended by undergraduate and graduate students as well as by business community members
- 50 Company Information Sessions hosted by key national employers who provided industry and company specific insights, as well as valuable networking opportunities
- New events included: Negotiation Strategies for Women, Using Social Media to Enhance Your Career, Careers in Retail, Excel Modeling for the Workplace, and Equity Capital Markets
- The Business Career Centre's flagship event, the Leaders Reception, welcomed MBA students from the Robert H. Lee Graduate School and over 130 members of the business community. We were pleased this year to host Cameron Bailey, Director at McKinsey & Company, as our keynote speaker

### RESOURCES

- Added two online, activity-rich skill-building workshops: Interviewing and How to Complete a CACEE Form
- Developed and launched two online advanced Excel courses

### ALUMNI

- Launched full range of career services to alumni, including personal coaching, resume reviews, and online resources
- Alumni interaction with the Business Career Centre and students continued to grow: we enjoyed alumni participation at industry panels, in our MBA Leadership Mentor Program, at student networking events, and at our Careers in Business workshops

### BUSINESS COMMUNITY

- Added 750 new recruiting organizations to our database, and gained nearly 2,000 new contacts from within these companies
- Matched 74 students with dedicated industry professionals through our MBA Leadership Mentor Program

### OPPORTUNITIES

- Increased job postings by 20%
- Grew job postings for permanent positions targeted to MBA students by 31%
- Increased MBA internship job postings by 30%
- Maintained the level of high quality Co-op work experiences and doubled the number of companies participating in our Co-op Program

### CREATING AWARENESS

- Produced three videos highlighting Business Career Centre services, programs, and Sauder student career successes
- Launched a social media strategy to enable students and alumni to connect with us via social networks such as Facebook, Twitter, and LinkedIn

## SAUDER CAREER SUCCESS CYCLE

An important part of our mission at the Hari B. Varshney Business Career Centre is to help students and alumni explore, determine, and navigate their career paths.

At the heart of the Business Career Centre is the Sauder Career Success Cycle – a methodology, a philosophy, and a career management tool that serves as the framework for all our services and programming. This six-stage cycle outlines the core steps necessary to navigate successful career transitions:

### Stage 1: Assessing Self

Knowing yourself – your unique skills and interests – is the first step in effective career management. We provide students with the guidance and tools necessary to analyze their skills, talents and abilities, and to identify their goals.

### Stage 2: Researching Options

We give students resources and opportunities to explore various industries and markets, empowering them to develop their best career options. We host a range of workshops and events, such as Company Information Sessions and the Careers in Business series, which allow students to survey the marketplace.

### Stage 3: Being Strategic

Though the job search process can be frustrating, having a strategic plan can greatly enhance results. We show students how to best put together a targeted plan that makes effective use of their time and builds their skills.

### Stage 4: Building Your Brand

Developing the skills to make a great impression on paper and in person is also crucial to the career management process. We offer workshops and speaker series on interview skills, resume and cover letter writing, personal image, and business etiquette, with a recent focus on social media.

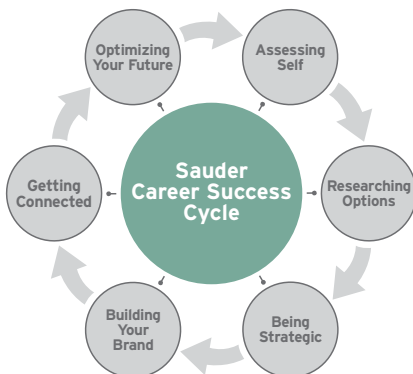
### Stage 5: Getting Connected

Students develop the skills to successfully connect with employers, and the opportunities to apply these skills through networking workshops, programs and events (such as Trek and the Leaders Reception).

### Stage 6: Optimizing Your Future

Securing the job of your dreams is just the beginning. We help students and alumni negotiate the best job offer, thrive in their new role and continue to build their network.

Career management is a continuous and complex cycle. Students and professionals at all stages in their career are faced with personal, organizational, and external factors that can force them to re-evaluate their career paths. With the help of the Business Career Centre, Sauder students and alumni are able to successfully manage and grow their own careers.





LET'S GET TO WORK

WITH OPPORTUNITY

# CREATING RELATIONSHIPS THAT MATTER

### Recruitment Initiatives

The Business Career Centre offers a variety of high-impact recruitment services designed to build employers' brands among Sauder students, streamline hiring cycles, and free up HR resources and budgets, including:

- 24/7 free online job posting system and searchable student resume database
- Application collection, interview scheduling, and interview facilities
- Company information/recruiting sessions and business career fairs
- Company tours and Treks to key cities outside Metro Vancouver
- Networking events and speaking opportunities
- Access to student clubs and alumni networks

In addition to the online, on-campus and off-campus recruiting options, our experienced team of business development managers guide employers step-by-step through the recruitment cycle and help connect them with the best candidates from Sauder's deep talent pool.

### Committed to Career Management

We are deeply committed to helping students develop lifelong career management skills and career success. To help students choose from a wealth of career options, our career managers personally work with students by providing advice and guidance. The Business Career Centre also provides students with a variety of career management services, including:

- One-to-one career coaching
- Career exploration including online assessment tools
- Skill development workshops and seminars
- Career Development Program (CDP) weeks
- Video practice interviews
- Trek programs to introduce selected students to key geographic markets
- Careers in Business speaker series to educate students about different industries and positions
- Career fairs and networking events
- Specialized support programs to assist students' understanding and success in industries such as finance and consulting, and roles such as Product Manager
- Online career information and resource site
- Career Options On-Line (COOL) recruitment system featuring job postings and events
- Connections to the business community and alumni
- Company information/recruiting sessions
- Job-finding clubs

# MORE NETWORKING. MORE LEARNING. MORE GROWTH.

### **Company Information Sessions**

Company Information Sessions (CIS) provided a strategic opportunity for Sauder students to learn about various industries and companies, as well as increase their understanding of typical career paths. This year, the Business Career Centre welcomed 50 firms on campus.

### **Business Career Expo**

Jointly hosted by the Sauder School of Business and the Beedie School of Business at SFU, more than 100 companies and 1,000 students attended this business-focused career fair. The MBA Networking Lunch, where students and employers mingled to learn more about each other, was a highlight of the event.

### **No 'Girls' Allowed: Secrets from the Executive Suite Workshop**

This unique event brought professional women together with female students from the Robert H. Lee Graduate School for a discussion on the challenges women in business face and the strategies to overcome them. Four inspiring women from diverse backgrounds led the panel, and facilitated targeted discussions between the students and industry guests.

### **Business Now! Speaker Series**

This bi-annual event connected local Sauder alumni business leaders from a variety of industries with current UBC MBA students to provide a forum for networking and sharing best practices. This year we welcomed as keynote speakers Paul Barber, CEO of Vancouver Whitecaps FC and Joey Hoegg, Assistant Professor, Marketing, Sauder School of Business.

### **Leaders Reception**

Our flagship event welcomed MBA students from the Robert H. Lee Graduate School and members of the community. This event attracted a record number of attendees and featured Cameron Bailey, Director, McKinsey & Company, as our keynote speaker.

# MORE NETWORKING. MORE LEARNING. MORE GROWTH. (CONTINUED)

### **Careers in Business Series**

The Careers in Business series provided students with information about potential career paths in the world of business. Panellists discussed big-picture industry trends as well as a typical day-in-the-life of specific roles. This year, we ran 18 events including Capital Markets, Retail, and Marketing.

### **Careers in Business Evening**

In January, first- and second-year BCom students met with industry representatives from various professional associations aligned with areas of specialization in the BCom program. During the evening, students met with numerous professionals and gained a deeper understanding of the careers and opportunities that exist in the different academic options.

### **Career Peer Advisor Program**

Eight BCom Career Peer Advisors were selected and fully trained on resume and cover letter writing, as well as interview preparation. Using this knowledge, they provided one-on-one coaching to their peers throughout the year.

### **Workshops**

Numerous career advancement workshops were held throughout the academic year to address the changing demands of recruiters and enhance the students' job searching skills. New workshop topics included: Managing Your Online Brand, North American Business Culture, Social Media and Job Search, Finding a Job in Toronto, Option Exploration for second year BComs, and Career Exploration for third and fourth year BComs. We also developed online, e-learning modules for topics such as interviewing and CACEE forms to provide students with the ability to learn on their own schedule.

### **Comm 299 (Business Communications)**

Through our Comm 299 program, we delivered career management strategies to over 850 students. This one-credit course is offered to BCom students in their first year and taught by Business Career Centre staff. The past year's highlight was 15-minute mock interviews held with each student.

### **Co-op Employer & Student of the Year Award**

During National Co-operative Education Week, the Sauder Business Co-op Program announced the selection of the second annual Co-op Employer of the Year and Co-op Student of the Year Awards. WorkSafeBC was recognized as 2010 Co-op Employer of the Year for their ongoing contribution to the Co-op program and due to the positive work term evaluations submitted by their Co-op students. Farrah Smith, BCom Marketing Co-op, was awarded the 2010 Co-op Student of the Year award for her outstanding achievements with IPS, a network infrastructure and security solutions provider.

# MORE NETWORKING. MORE LEARNING. MORE GROWTH. (CONTINUED)

### **Skill Development Events**

At the Business Career Centre, we organized numerous live-action events whereby students practiced specific skills such as interviewing, negotiation and networking. One popular event was Making Great Impressions, where MBA alumni volunteered their time to provide feedback on current MBA students' networking skills.

### **Extreme Makeover - Resume Edition!**

Three times this past year, we brought in external resume consultants to provide personalized feedback on the resumes of our BCom students.

### **Capital Markets Training and Mentorship Program**

To help our students better understand their career options in the Capital Markets field, the Business Career Centre partnered with a core group of committed alumni to offer a comprehensive training and mentoring program. The curriculum included advanced Excel training, three days of practical, applied training in capital markets, and two days of mentor support around recruitment preparation.

### **Master of Management-Early Career Masters (MM-ECM) Community Business Project**

The Community Business Project (CBP) is a volunteer-based initiative designed to give MM-ECM students from the Robert H. Lee Graduate School at the Sauder School of Business an opportunity to gain real-world experience. This year, thirteen student teams contributed to a variety of projects, including those at: The Children's Foundation, Vancouver Art Gallery, Vancouver Native Housing Society, and BC Lung Association.

### **Trek Program**

Geographic constraints and budget limitations can make it challenging for businesses outside the Vancouver Lower Mainland to meet Sauder students in person, so we designed the Trek Program to bring our business students to different cities. This past year students travelled to Calgary, Toronto, Waterloo, and Asia to visit a variety of companies and learn more about local markets.



# INTENSIVE. INTERNATIONAL. INNOVATIVE.

The Master of Business Administration (MBA) program at the Robert H. Lee Graduate School of Business is ranked among the top five MBA programs nationwide. The program features a rigorous and relevant curriculum delivered by world-class faculty involved in industry-impacting business management research. UBC MBAs are skilled strategists and effective problem solvers.

### MBA Full-Time

Ranked as one of the top 100 full-time MBA programs worldwide, the UBC program attracts high-achieving students from a rich variety of industry, cultural, and academic backgrounds. Our MBA students arrive with an average of five years of work experience. The comprehensive and integrated 16-month curriculum gives them broad-based management perspectives, instils critical thinking and active problem-solving skills, and prepares students to manage, innovate and lead.

### MBA Part-Time

The 28-month part-time MBA program brings together acclaimed Sauder faculty with talented working professionals. Part-time MBA students seek to enhance their business leadership skills while continuing to build their careers. The part-time program offers the same award-winning curriculum as our full-time MBA program.

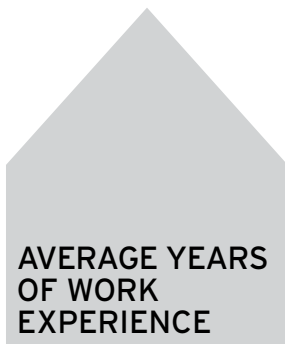
### MBA Specializations:

- Entrepreneurship
- Finance
- Information Technology and Management
- Marketing
- Organizational Behaviour and Human Resources
- Strategic Management
- Supply Chain Management
- Sustainability and Business

### Optional Sub-Specializations:

- Accounting
- Business Intelligence Systems
- International Business

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AVERAGE YEARS  
OF WORK  
EXPERIENCE

MBA 2012 CLASS PROFILE

# MASTER OF BUSINESS ADMINISTRATION

## CLASS PROFILES

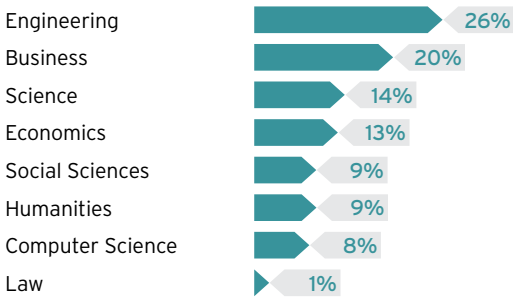
### MBA 2012 CLASS PROFILE



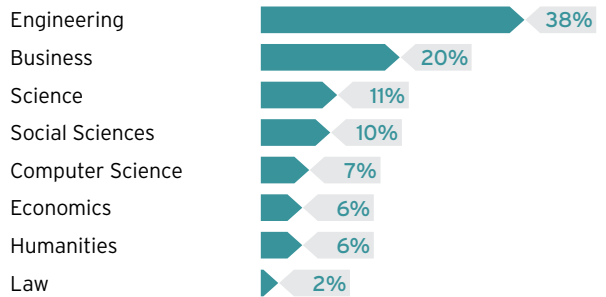
### MBA 2011 CLASS PROFILE



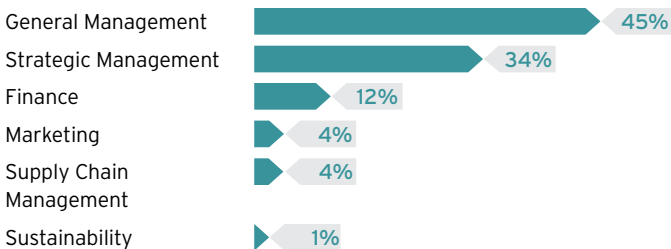
### MBA 2012 PREVIOUS DEGREES



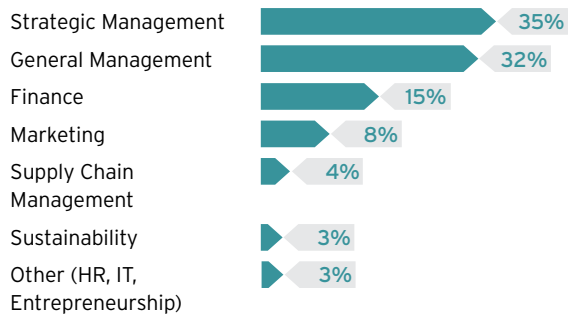
### MBA 2011 PREVIOUS DEGREES



### MBA 2012 GRADUATES BY SPECIALIZATION



### MBA 2011 GRADUATES BY SPECIALIZATION



• Status as of September 30, 2011

• Results are for full-time MBA students only and do not include executive and part-time students

# MASTER OF BUSINESS ADMINISTRATION

## EMPLOYMENT STATISTICS

### MBA 2011 EMPLOYMENT STATISTICS

#### EMPLOYMENT STATUS

Employed	87%
Still Seeking	13%
Graduates that started own business (not included in above %)	13%

#### SOURCE OF EMPLOYMENT

Business Career Centre Facilitated	53%
Self-marketed	44%
Not Reported	3%

#### COMPENSATION

Average Base Salary	\$77,000
Top Salary	\$200,000
Annual Bonus (34% reported receiving annual bonuses)	\$26,900
Signing Bonus (13% reported receiving signing bonuses)	\$15,000
Average Total Compensation	\$89,000
Average Base Salary in Metro Vancouver	\$72,800
Average Base Salary in Canada outside of Metro Vancouver	\$92,300
Median Salary	\$74,500

#### EMPLOYMENT BY GEOGRAPHIC REGION

British Columbia	59%
Canada (outside BC)	22%
Asia	14%
Other International (incl. USA)	5%

#### EMPLOYMENT BY INDUSTRY

Mining/Energy/Utilities	23%
Financial Services	14%
High Tech/Telecommunications	14%
Consumer Goods & Products	12%
Consulting	9%
Pharmaceutical/Healthcare Services	7%
Manufacturing	5%
Government/Public Sector	4%
Education Management	4%
Real Estate Development	2%
Sustainability	1%
Other	5%

#### EMPLOYMENT BY FUNCTIONAL AREA

Consulting	26%
General Management	24%
Marketing	23%
Finance	18%
Information Technology	3%
Supply Chain Management	3%
Other (HR, Entrepreneurship)	3%

#### AVERAGE COMPENSATION BY FUNCTIONAL AREA

Consulting	\$85,700
General Management	\$78,000
Finance	\$73,000
Supply Chain Management	\$72,000
Marketing	\$70,000

- Status as of September 30, 2011
- Employment rate is the percentage of students in the class with employment as of September 30, 2011 based on the 96% of students who reported back and were actively looking
- Results are for full-time MBA students only and do not include executive and part-time MBA students or graduates that have started their own business
- 92% of employed students reported salary information. All figures are reported in Canadian dollars with foreign salaries converted at the current exchange rate



LET'S GET TO WORK

WITH INSIGHT



# WHERE REAL-WORLD LEARNING CREATES REAL BUSINESS SOLUTIONS

Successfully completing a summer internship or industry project is a mandatory component of the full-time MBA program at the Robert H. Lee Graduate School.

This eight- to sixteen-week internship gives students an opportunity to apply theoretical knowledge to current business issues, and offers employers short-term assistance together with long-term value. The MBA program and students benefit from a strong base of employer partners representing a wide variety of industry sectors.

Industry projects vary widely in scope and topic. Students who choose to complete an industry project study a business category that is of interest, or conduct research about entering a new market or starting their own business.

## Summer 2011 MBA Internship Success Story

Marketing strategy for software development company: A leading provider of retail management systems wanted to enter a new market by launching its new interactive touch screen software. A UBC MBA student intern was hired to develop a strategy to market this product and lead a number of initiatives contributing to the September 2011 product launch.

## Project Exemplars

- Designed automated sales process based on sales team structures and customer decision process
- Conducted analysis of in-store digital media industry
- Completed three case studies of wireless retailers who pioneered interactive retail
- Provided recommendations on messaging, sales tools and product packaging

# 94%

**INTERNSHIP  
EMPLOYMENT  
RATE**

MBA 2012 CLASS PROFILE

# MBA INTERNSHIP & INDUSTRY PROJECTS

## INTERNSHIP STATISTICS

### SUMMER 2011 INTERNSHIP STATISTICS

#### EMPLOYMENT STATUS

##### Internships

Paid Internships	87%
Unpaid Internships	7%
Average Length of Internship	11 weeks

##### Industry Projects

Faculty Sponsored Industry Project	6%
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#### SOURCE OF EMPLOYMENT

Business Career Centre Facilitated	76%
Self-marketed	24%

#### COMPENSATION

Average Monthly Salary	\$3,470
Top Monthly Salary	\$9,000
Median Monthly Salary	\$3,300

#### EMPLOYMENT BY GEOGRAPHIC REGION

British Columbia	84%
Canada (outside BC)	6%
Asia	5%
Other International (incl. USA)	5%

#### EMPLOYMENT BY INDUSTRY

Professional Services	15%
Pharmaceutical/Healthcare Services	14%
Consumer Goods & Products	13%
Consulting	13%
Financial Services	11%
High Tech/Telecommunications	11%
Government/Public Sector	7%
Energy/Utilities	4%
Real Estate Development	3%
Transportation/Logistics	2%
Manufacturing	2%
Education Management	1%
Entertainment/Media	1%
Other	3%

#### EMPLOYMENT BY SPECIALIZATION

Strategic Management	22%
Marketing	21%
General Management	19%
Finance	16%
Information Technology	8%
Supply Chain Management	8%
Entrepreneurship	3%
Sustainability	2%
Human Resources	1%

- Status as of September 30, 2011
- Reporting salaries exclude industry projects and/or unpaid positions
- Results are for full-time MBA students only and do not include executive or part-time MBA students
- All figures are reported in Canadian dollars with foreign salaries converted at the current exchange rate



# GET IN THE BUSINESS OF CAREER GROWTH

The Master of Management-Early Career Masters (MM-ECM) program at the Robert H. Lee Graduate School provides recent university graduates of non-business programs such as Engineering, Arts and Science with a broad and deep foundation in business and management. Throughout the nine-month program, students obtain practical knowledge and skills tailored towards the needs of top employers.

**Course topics include:**

- Strategic Management
- Finance
- Managerial Accounting
- Marketing
- Entrepreneurship
- Organizational Behaviour and Human Resources
- Information Technology
- Supply Chain Management
- Operations and Logistics

**Community Business Project**

As part of the MM-ECM program curriculum, students participate in the Community Business Project (CBP), a volunteer-based initiative pairing student project teams with local organizations focused on improving the community. These projects provide students with an opportunity to apply their new business management knowledge and gain real-world experience.

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NUMBER OF DISTINCT UNDER-GRADUATE DEGREES

MM-ECM 2011 CLASS PROFILE

**Spring 2011 Community Business Project Success Story**

The Children's Foundation provides services and programs focused on building strong families, capable children, and supportive communities. A team of three MM-ECM students worked with the foundation to assess the feasibility of integrating social media networks into their communications strategy. The team evaluated the risks and

threats that social media could pose to the foundation's confidential information and examined the benefits of utilizing social media in areas such as fundraising, community engagement, and awareness. The team recommended a social media strategy, as well as a strategy to re-brand the foundation to the community.



LET'S GET TO WORK

WITH TALENT



# BUSINESS BEYOND THE FUNDAMENTALS

The four-year Bachelor of Commerce (BCom) program teaches business fundamentals and essential management skills to high-potential individuals selected through an intensely competitive, broad-based admissions process. Sauder BCom students are very active on campus, and participate in numerous clubs, competitions, and events. They receive a top-calibre business education and gain real-world experience through Co-op work placements, summer work terms, volunteering, and industry partnerships.

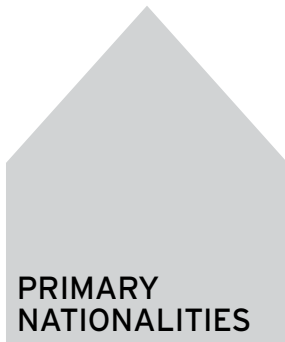
## BCom Specializations:

- Accounting
- Business Technology Management (formerly Management Information Systems)
- Commerce and Economics
- Finance
- General Business Management
- International Business (combined with another specialization)
- Marketing
- Organizational Behaviour and Human Resources
- Real Estate
- Transportation and Logistics

## Optional Sub-Specializations:

- E-Business
- Entrepreneurship
- Sustainability

# 42



PRIMARY  
NATIONALITIES

BCOM 2012 CLASS PROFILE

# BACHELOR OF COMMERCE

## CLASS PROFILES

### BCOM 2012 CLASS PROFILE

\*INCLUDES CO-OP STUDENTS

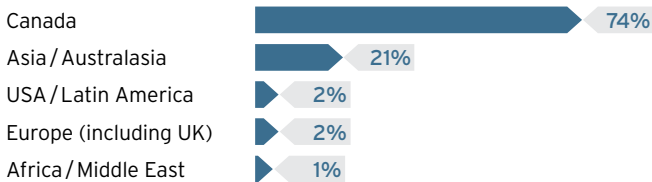


### BCOM 2011 CLASS PROFILE

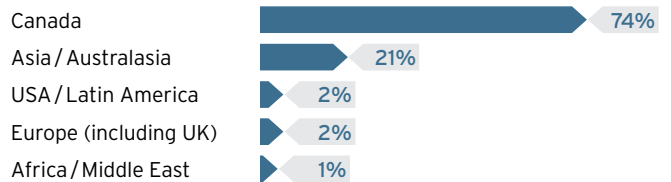
\*INCLUDES CO-OP STUDENTS



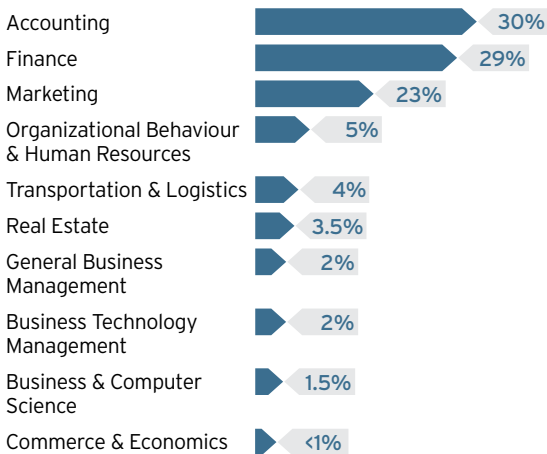
### BCOM 2012 REGIONAL BACKGROUND



### BCOM 2011 REGIONAL BACKGROUND



### BCOM 2012 GRADUATES BY SPECIALIZATION



### BCOM 2011 GRADUATES BY SPECIALIZATION



- Status as of September 30, 2011
- 2012 statistics include all 4th year Bachelor of Commerce students
- Non-Canadian status includes permanent residents, landed immigrants, and visas

### BCOM 2011 EMPLOYMENT STATISTICS

#### EMPLOYMENT STATUS

Employed	82%
Still Seeking	18%

#### SOURCE OF EMPLOYMENT

Business Career Centre Facilitated	53%
Self-marketed	47%

#### COMPENSATION

Average Salary	\$44,300
Average Salary in Metro Vancouver	\$42,000
Average Salary outside Vancouver	\$49,700
Median Salary	\$40,000
Salary Range	\$12,000 - \$92,000

#### EMPLOYMENT BY GEOGRAPHIC REGION

British Columbia	75%
Canada (outside BC)	12%
Asia	7%
USA	3%
Other international	3%

#### EMPLOYMENT BY INDUSTRY

Accounting	26%
Banking & Finance	19%
Consumer Products/ Wholesale/Transportation & Logistics	12%
High Tech/Healthcare/ Telecommunications	12%
Consulting/Service Provider/ HR/Insurance/Professional Services	9%
Real Estate/Development	7%
Government/Public Sector/ Non-Profit/Education & Research	4%
Electronics/Engineering/ Manufacturing	4%
Media/Advertising/Arts/ Entertainment	3%
Mining/Resources/Oil & Gas	2.5%
Other	1.5%

# 82%



BCOM 2011 CLASS PROFILE

# BACHELOR OF COMMERCE

## EMPLOYMENT STATISTICS

### BCOM 2011 EMPLOYMENT STATISTICS

#### EMPLOYMENT BY FUNCTIONAL AREA

Accounting	28%
Finance	21%
Sales & Marketing/Brand Management	21%
Transportation & Logistics	7%
Real Estate	7%
Consulting	5%
Human Resources	4%
Business Technology Management	2%
Other	5%

#### AVERAGE COMPENSATION BY FUNCTIONAL AREA

Investment Banking	\$71,200
Consulting	\$67,000
Brand/Product Management	\$62,100
Commercial Banking	\$48,300
Real Estate	\$47,700
Human Resources	\$47,200
Other Finance (including Corporate & Insurance)	\$43,600
Business Development	\$41,400
Accounting Public Practice	\$38,100
Accounting Industry	\$37,000
Transportation & Logistics	\$36,800
Sales/Marketing	\$34,600
Other	\$37,900

- Status as of September 30, 2011
- Employment rate is the percentage of students in the class with employment as of September 30, 2011 based on the number of students reporting back and actively looking
- All figures are reported in Canadian dollars with foreign salaries converted at the current exchange rate



# BE CO-OPERATIVE. SEE GROWTH.

Bachelor of Commerce (BCom) students entering their third academic year go through a rigorous screening and interviewing process for acceptance into the Sauder Co-operative (Co-op) Education Program, which alternates paid work terms with classroom learning. This program is designed to complement students' academic studies with hands-on experience and prepare them for careers in their area of specialization. Students participate in four- and eight-month paid work terms (for a total of 12 months of work experience) beginning in May, September, and January. Upon completion, they are well-equipped with fresh ideas and new management perspectives, and offer the ability to add immediate value to organizations.

#### BCom Co-op Specializations:

- Accounting
- Business and Computer Science (combined major)
- Finance
- Business Technology Management (formerly Management Information Systems)
- Marketing
- Organizational Behaviour and Human Resources
- Real Estate
- Transportation and Logistics

#### 2010/11 BCom Co-op Success Story

One of the top players in the food and beverage industry hired a Co-op student to provide administrative support to their HR team. The student's strong performance during her four-month work term far exceeded the employer's expectations and led to a four-month extension. Her ability to work independently and adapt quickly

resulted in increased responsibilities which included interviewing, making hiring decisions for the firm, and conducting high-level labour negotiation research. Both the student and the employer look forward to another successful work term together in the Spring of 2012.

# 70%

**EMPLOYERS  
(2010-11)  
PREVIOUSLY  
HIRED CO-OP  
STUDENTS**

## WORK TERM STATISTICS

### CO-OP 2011 WORK TERM STATISTICS

#### HISTORICAL SUMMARY OF PLACEMENTS

2010/11	218
2009/10	246
2008/09	233
2007/08	208
2006/07	182
2005/06	180
2004/05	147
2003/04	131

#### COMPENSATION

Average Monthly Salary	\$2,825
Average Monthly Salary: Work Term 1	\$2,722
Average Monthly Salary: Work Term 2	\$2,783
Average Monthly Salary: Work Term 3	\$2,810
Average Monthly Salary: Work Term 4	\$2,984

#### EMPLOYMENT BY GEOGRAPHIC REGION

British Columbia	86%
Ontario	8%
Alberta	3%
International	3%

#### PLACEMENTS BY OPTION

Accounting	37%
Marketing	20%
Finance	16%
Transportation & Logistics	9%
Organizational Behaviour & Human Resources	9%
Business Technology Management	4%
Real Estate	4%
Business & Computer Science	1%

#### AVERAGE COMPENSATION BY FUNCTIONAL AREA

Business & Computer Science	\$3,200
Finance	\$3,100
Business Technology Management	\$3,000
Accounting	\$2,800
Transportation & Logistics	\$2,800
Marketing	\$2,700
Organizational Behaviour & Human Resources	\$2,600
Real Estate	\$2,500

- Status as of August 31, 2011
- All figures are reported in Canadian dollars with foreign salaries converted at the current exchange rate



Successful companies from every industry and region hire students from the Sauder School of Business. Here is a sample of local, national and international organizations that have recruited Sauder School of Business students and alumni:

A&W Food Services of Canada Inc.	Citigroup Inc.	Ipsos	Samsung Electronics Company, Ltd.
Accenture	City of Vancouver	Johnson & Johnson Inc.	Sandvine Corporation
Adidas Group	Coast Capital Savings Credit Union	Kellogg Canada Inc.	SAP Canada
Aeroguard Group	Coastal Contacts Inc. (Clearly Contacts)	Kobo Inc.	Sauder Industries Ltd.
AirG	The Coca-Cola Company	KPMG LLP	Schenker of Canada Ltd.
Agrium Incorporated	Colgate-Palmolive Company	Kraft Canada Inc.	Scotia Capital Inc.
Alcatel-Lucent	Colliers International	Labatt Brewing Company Ltd.	Scotiabank
Amazon.com, Inc.	Concert Properties Ltd.	Leith Wheeler Investment Counsel Ltd.	ScotiaMcLeod
Aon Corporation	Cossette Communication Group	London Life Insurance Company	Secor Group
Apple Inc.	Credit Suisse Group	L'Oréal	Shell Oil Company
ARC Financial Corporation	Davis LLP	Louis Vuitton	Sherpa Asset Management
Arc'teryx Equipment Inc.	Deloitte & Touche LLP	Lululemon Athletica Inc.	Smythe Ratcliffe LLP
Aritzia	Department of Foreign Affairs and International Trade (DFAIT)	Macquarie Group	Sophos Inc.
The Armstrong Group	Disney Interactive Media Group	Manulife Financial	Starbucks Corporation
Bain & Company Inc.	Elastic Path Software	Maple Leaf Foods	Sun Life Financial
Bank of America Merrill Lynch	Electronic Arts Inc.	Mark Anthony Group Inc.	Suncor Energy Inc.
Bank of Canada	Encana Corporation	McDonald's Restaurants of Canada Ltd.	Suncorp Valuations Ltd.
BC Investment Management Corporation (bcIMC)	Environment Canada	McKinsey & Company Inc.	Syncrude Canada Ltd.
BC Lottery Corporation (BCLC)	Ernst & Young LLP	Methanex Corporation	Talisman Energy Inc.
BC Securities Commission	Expedia Inc.	Microsoft Corporation	TD Bank Financial Group
BC Utilities Commission	Exxon Mobil Corporation	Morgan Stanley	TELUS Corporation
BDO Canada LLP	Fairmont Hotels & Resorts	National Bank Financial Group	Thomson Reuters Corporation
Bell Canada Enterprises Inc.	FortisBC Energy Inc.	Nestlé Canada Inc.	Tim Hortons Inc.
Best Buy Canada Ltd.	Fraser Health	Nexen Inc.	Toyota Canada Inc.
Blast Radius	GE Capital	Odgers Berndtson	TSI Terminal Systems Inc.
BMO Capital Markets	GE HealthCare	OpenText Corporation	Unilever Canada Inc.
Bombardier Inc.	GlaxoSmithKline Inc. (GSK)	OpenRoad Auto Group	Vancouver City Savings Credit Union (Vancity)
The Boston Consulting Group	Goldman Sachs Group Inc.	Oracle Corporation	Vancouver Airport Authority
BP Canada Energy Company	Google Inc.	Orbis Investment Management Ltd.	Vancouver Coastal Health
The British Columbia Automobile Association (BCAA)	Grant Thornton LLP	PepsiCo Inc.	Varshney Capital Corporation
Canada Revenue Agency	Grey Worldwide Canada	PricewaterhouseCoopers Ltd.	Vision Critical Communications
Canada Safeway Ltd.	Hewlett-Packard Company (HP)	Procter & Gamble Inc.	Viterra
Canadian Cancer Society	HSBC Bank	Public Works and Government Services Canada (PWGSC)	Warner Bros. Canada
Canadian Imperial Bank of Commerce (CIBC)	Husky Energy Inc.	Pulse Energy Inc.	Wavefront Wireless Innovation Society of BC
CB Richard Ellis Group Inc.	Hydro One Inc.	Raymond James Ltd.	Westport Innovations Inc.
CHC Helicopter	IBM Corporation	Research In Motion Ltd. (RIM)	WorkSafeBC
Chubb Insurance Company of Canada	Imperial Oil Ltd.	Rogers Communications Inc.	Yellow Point Equity Partners
	Imperial Tobacco Canada Ltd.	Royal Bank of Canada (RBC)	YVR Airport Service
	Insurance Corporation of BC (ICBC)		

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