COLUMBIA BUSINESS SCHOOL SURVIVAL GUIDE

FALL 2023

WELCOME CLASS OF 2025

Welcome class of 2025!

The class of 2024 is extremely excited to welcome you to the Manhattanville Campus! This is an exciting time for CBS; we just spent our first full year on a brand new campus and have returned to regular, in-person classes as we transition from the COVID-19 pandemic to endemic. We are eager to see the ideas and new traditions you bring to campus as we continue to foster a strong community here in New York City.

Business School is a time of immense change and reflection. You have spent the past year (and probably some change) hunkering down to study for the GMAT/GRE, spent countless hours writing and rewriting your application essays, wrote out STAR(L) stories for interviews until you were repeating them in your sleep, and finally made the momentous decision to attend CBS full-time.

You now walk the (metaphorical) halls that Warren Buffet, Sallie Krawcheck, and James Gorman did. The person sitting next to you at orientation may be the next Henry Kravis. You may become the next David Geffen. Value the thoughts and opinions of your classmates. Stretch yourself to develop meaningful relationships with peers that have different backgrounds from you. Appreciate the chance to make friends for life with people from all over the world; not many others will ever have the opportunity. Find your tribe, then expand upon it.

Steph and I are the Co-Presidents of the Executive Board (ExBo) here at CBS. Along with our 16 Vice Presidents, we represent the voice of the student body to the CBS administration. Our north star is to create a community that extends beyond the classroom: establishing events on campus, providing opportunities for cross-cluster and year engagement, and fostering connections with the broader Harlem community, among many other things. We hope that while you are a student at CBS, you fully lean into the experience.

Welcome to CBS,
Steph Guo & Veronica Sherrard, *2023-2024 Executive Board Presidents*

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This is not an official CBS document

'23-'24 Executive Board (ExBo)

FUKUNDA MBARU
CHIEF OF STAFF

STEPH GUO
EXBO CO-PREZ

VERONICA SHERRARD
EXBO CO-PREZ

RITIKA PAREEK
VP J-TERM

HENNA JAIN
VP GLOBAL CITIZENSHIP

MAEVE MORSE
VP CAREERS

ISMAIL CEM KAYMAKCI
VP STUDENT ORGS

ALICE JOOWON SHIN
VP EVENTS

ANI ALBERTON
VP EVENTS

LAWRENCE OSAI
VP EVENTS

BRIDGET PANSINI
VP EVENTS

TARI ITONYO
VP DEI

JIMMY CHEUNG
VP SUSTAINABILITY

MAC MCCANN
VP ALUMNI

TIM COBAU
VP COMMUNITY

MAHESH CHANDRA
VP ACADEMICS

ELLIE HARDIMAN
VP MARKETING

RACHAEL BALSILLIE
VP MARKETING

Make sure to follow cbs_exbo_ on Instgram!

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2023-2024 Survival Guide

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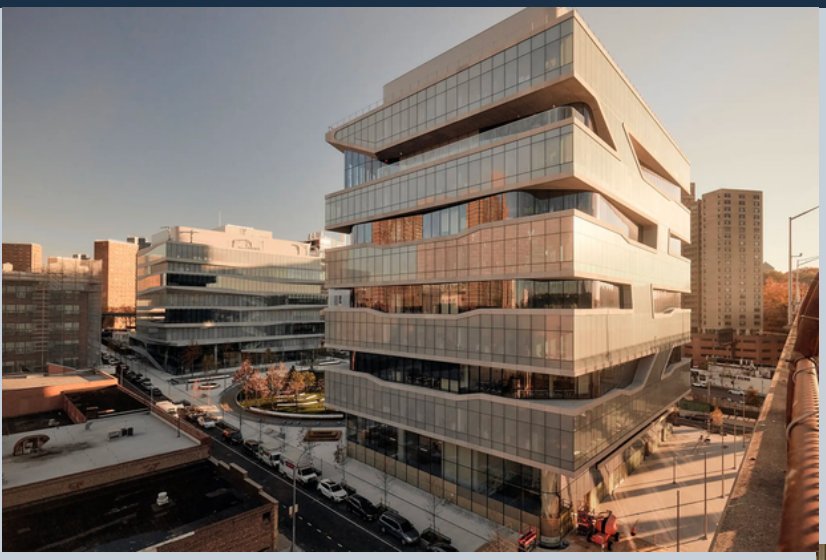
Welcome to Manhattanville!

Written by Steph Guo and Veronica Sherrard, ExBo Co-Presidents



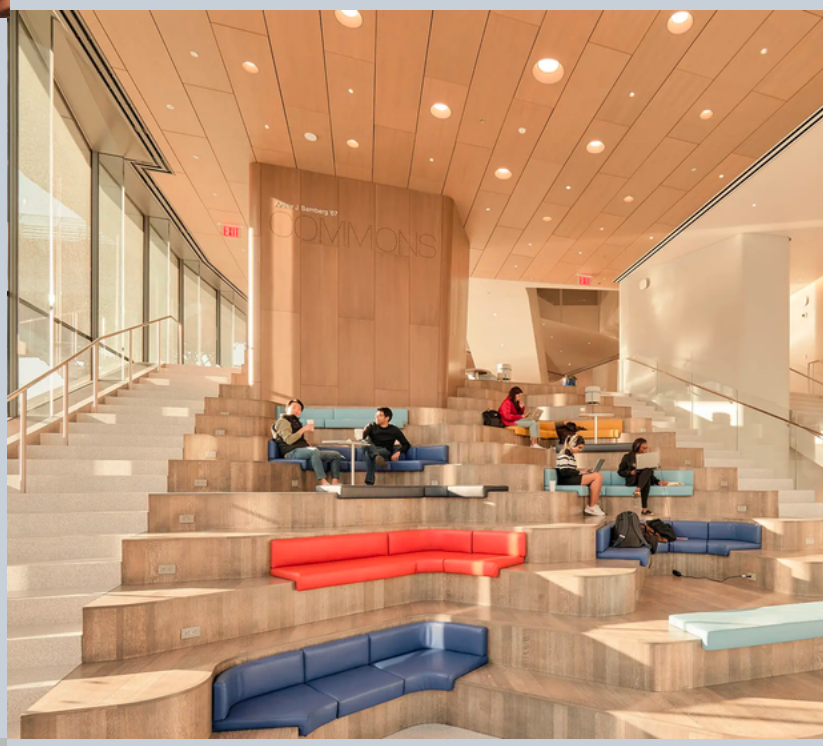
Spring 2022, Columbia Business School moved into its new state-of-the-art campus! Manhattanville Campus consists of two buildings facing each other across a green quad, Henry R. Kravis Hall and David Geffen Hall. The campus is also home to the Lenfest Center for the Arts, the Forum, and the Jerome L. Greene Science Center.

Click here for more information about campus

What you need to know:

Kravis- Building closer to Hudson

- The odd floors of Kravis are for faculty
- 1st Floor Steps- Overlooks quad between Kravis and Geffen
- 2nd floor- Kravis Cafe; largest on-campus food selection
- 4th floor- Student floor; find your classmates in the screening room, game room, or studying in the quiet room
- The hunt for microwaves:
  - Kravis Cafe (2)
  - 4th Floor (1)



What you need to know:

Geffen- Building closer to Broadway (the street)

- 1st floor- Joe's Cafe; open to the public
- 1st floor- Cooperman Commons; Biggest lecture hall
- 2nd floor- I-Lab; group study space
- 3rd floor- Horton Lounge
- The hunt for microwaves:
  - First Floor (1)
  - 3rd Floor (1)
  - 6 Floor (2)

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Welcome to Manhattanville [cont.]

Written by Steph Guo and Veronica Sherrard, ExBo Co-Presidents

The Link- Tunnel between the two buildings which hosts student lockers and the "gym"

Pro-tip: Near Campus Workout 'Hot Spots':

- ClassPass
- Crunch Gym
- Dodge Gym (Columbia University Gym)
- Equinox
- Health&Wellness Club for discounted classes with your peers

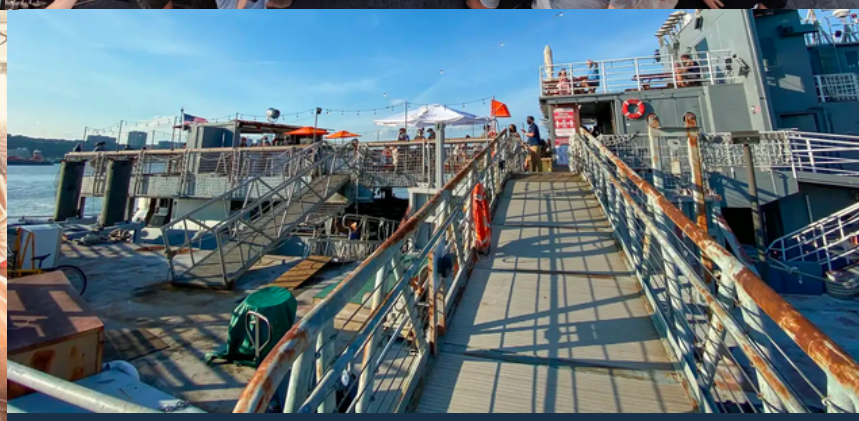
Near Campus Dining 'Hot Spots':

- Dear Mama [Great Coffee]
- Manhattanville Market
- Pisticci
- Red Olive Deli
- Jin Ramen
- Dumpling house
- Dino BBQ

Near Campus Bar 'Hot Spots':

- 123BSB
- Amenity Hall
- Arts & Crafts Beer Parlor
- Baylander
- Skinny's
- The Craftsman
- The Expat

Pro-tip: *Be sure to check the #scavengers Slack channel! Students post about free food leftover from events that are up for grabs on campus*



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THE SYSTEMS OF CBS

Written by Steph Guo and Veronica Sherrard, ExBo Co-Presidents

CBS has a running joke that anytime you want to do anything, you have to log into at least 5 systems. It can feel overwhelming the first few weeks. Hopefully this brief overview can help you keep track:

Example Name: Jane Doe
Example Graduation Year: 2025

UNI: initials and a string of 4 numbers

- Ex: JAD1234

Emails:

- Lionmail: uni@columbia.edu
  - JAD1234@columbia.edu
  - Lionmail is used to access your student Google drive. You will be unable to access certain google docs/sheets/etc. unless signed into Google using your lionmail details
- Lifetime email: First initial last name graduation year@gsb.columbia.edu
  - JDoe25@gsb.columbia.edu
  - This is the email you should use when applying for internships and when reaching out to alumni
- UNI email: Uni@gsb.columbia.edu
  - JAD1234@gsb.columbia.edu
  - ***Pro-Tip:*** *TBH no idea why this email exists but it does. Don't worry about it, Uni and lifetime emails go to the same place (which you can connect to your regular gmail)*

Duo: Students are required to use multi-factor identification to access any CBS system. Make sure to download the DUO application and enable push notifications

VMock (Coin):

- This is the main system for all things Career Management Center (CMC) related. You will use COIN to monitor on-campus recruiting job postings, update your resume, book time with CMC fellows, and more. Additional information about Coin can be found under the recruiting 101 section

Casebook (the CBS Ipad):

- Casebook refers to the locked CBS ipad you will receive during orientation. Your casebook will be used to read case studies and take notes during class

PawPrint:

- System you will use to print on campus. Click here to learn how to set up your account
- ***Pro-Tip:*** *Set up your pawprint account and test printing well ahead of your LEAD exam*

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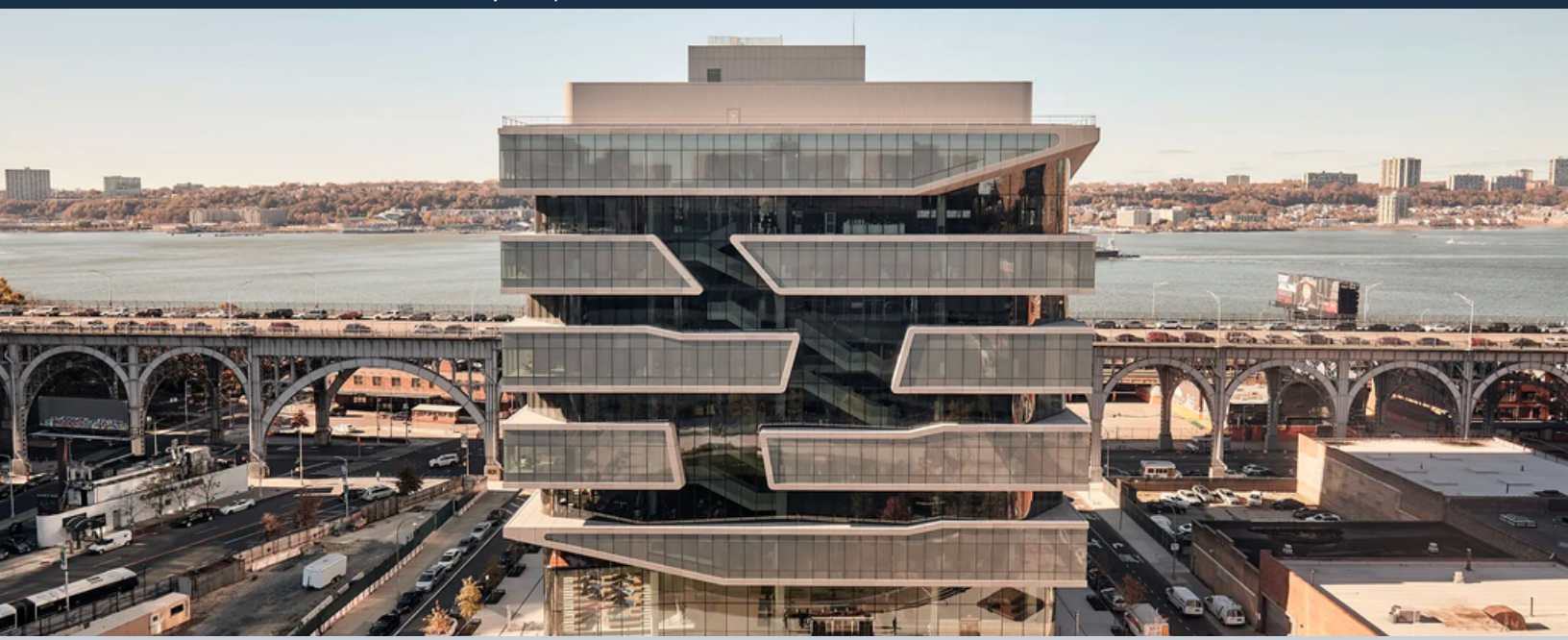
THE SYSTEMS OF CBS [Cont.]

Written by Steph Guo and Veronica Sherrard, ExBo Co-Presidents



Canvas (Courseworks):

- Canvas (also referred to as Courseworks) is the portal to access class information. Each of your enrolled courses will have a dedicated page where you will be able to view the syllabus, class files (slides, assignments, syllabus, optional readings, etc.), and where you will complete assignments and exams

SSOL/Vergil

- SSOL/Vergil is used for registration, financial services, and academic records
  - **Registration:** Enroll in classes, add/drop classes, and make a registration appointment
  - **Financial Services:** View award information, loan history, pay tuition, view account details, and more
  - **Academic Records:** Transcript request and view degree status

Campus Groups

- Campus Groups is the platform that will connect you to all student organizations and corresponding events at CBS, Campus groups can be used to:
  - View and RSVP to events for your class, cluster, clubs, and ExBo
  - Reserve study rooms

Slack

- Most clubs, organizations, and even some classes will have a Slack channel. Slack is the primary unofficial communication channel to notify students of events, updates, and more
  - ***Pro-tip:*** *It can become difficult to keep up with all of them, so we recommend only having notifications for the couple of professional clubs for which you need updates in real-time, and then devoting a time each day to check all other channels you're in.*

Starfish:

- Starfish is used for 3 purposes:
  - Scheduling appointments with your academic advisor
  - Scheduling appointments with a peer tutor
  - Finding contact information for club, career, and academic advisors

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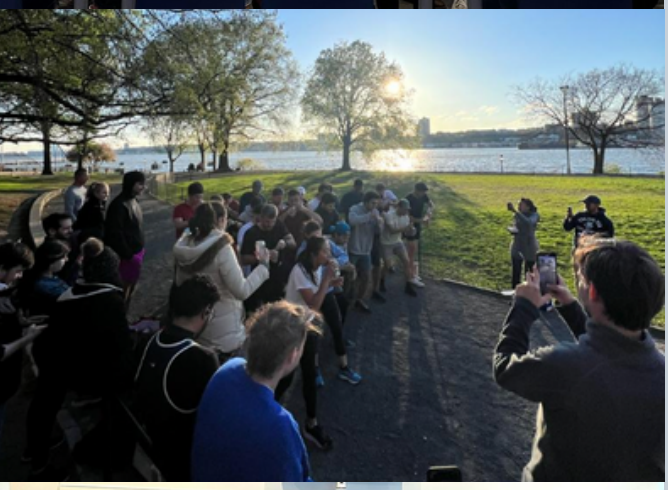
CBS Traditions & Orgs

Written by Ismail Cem Kaymakci, ExBo VP of Student Organizations



Clusters: When you check in for orientation, you will receive your cluster assignment. Your cluster will be the group of 70ish students that you take your first semester classes with. Clusters are a core part of CBS and you will spend your first semester getting to know your cluster intimately through CBS Matters (below), trips, small group events, and cluster events

Cluster impact on your CBS time will depend on how much effort you put into spending time with your cluster. If you exempt out of a lot of core classes, make sure to try to attend cluster events and CBS matters to stay tight-knit with your clustermates.

- ***Veronica Pro-tip:*** *My cluster, D'24, formerly the Dreamers and now the Daddies, has a whatsapp group for our cluster. We also have a google sheet for small group dinner reservations, small group events, and large group event sign ups. This was a great way to mix groups together and get to know eachother*

CBS Matters: CBS Matters is a long-standing tradition that provides the platform for students to share their story. The program aims to create a sense of connection and understanding among students by allowing them to express their individual perspectives and backgrounds. CBS Matters is organized by each cluster but you can invite your friends from other clusters to attend yours!

Cluster Cup: Every spring, Clusters go head-to-head to compete for the ultimate prize- glory (and also a bar tab). Events include trivia, scavenger hunts, soccer tournaments, a beer mile, and more!

Cluster Auction: As part of the Tamer Center's Social Impact Week, each cluster will hold a cluster auction. Students will volunteer skills, events, or items to their fellow clustermates

- ***Veronica Pro-tip:*** *This was one of my favorite events! My cluster served dinner and dessert and auctioned off personality items such as borrowing a classmates dog for a hinge photoshoot or Danny Devito swag being sent to the house of your choice*

CBS Traditions & Orgs [Cont.]

Written by Ismail Cem Kaymakci, ExBo VP of Student Organizations

Non-Grade Disclosure: Columbia Business School students voted to implement a student norm of grade non-disclosure. This community norm states that students will not disclose grades, GPAs, or transcripts to employers until a student accepts a full-time, post-graduation position with an employer. However, students may still disclose receipt of academic honors (e.g., Dean's List) and membership in honor societies. This allows students to explore course offerings without being worried about grades. The agreement is voted on by the student body every year and typically passes with 95% support.

Follies: Once a semester, join your class in watching sketches and dances parodying life at CBS. Watch a skit from last semester here & read more about Follies here

Fall & Spring Galas: Every semester, CBS ExBo hosts a gala. Dress in black-tie with your fellow classmates and experience a night in NYC with open bars, photo booths, live bands, DJs, and more! ExBo goes all out for galas and we look forward to you joining the party!

Student Orgs.: There are over 80 student-led clubs at CBS. Club Day will be early in the fall semester so that you have a chance to speak to 2nd year students about their club experiences. Following club day, there will be an open enrollment period for you to join any and all CBS clubs!

- ***Pro-tip:*** *Some industries (read: banking) have very demanding fall recruitment schedules. There is also an open enrollment period for clubs in the spring.*

Types of clubs:

- Affinity Clubs
- Community Service Clubs
- International Clubs
- Professional Clubs
- Social and Athletic Clubs

As first years, you will have the opportunity to apply to be an assistant Vice President (AVP) for different clubs. This is a great way to build experience and meet fellow 2nd years.

Hear from some of our club leaders here!

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Orientation: What to Expect Your First Week

Written by Kensley Hickman, Peer Advisory Chair

Introduction: A Note on Transitions

This transition is a lot. We know – we've been there. You may or may not be in a new city, a new country, or even a new continent. You're transitioning out of work and back into school. You're meeting all new people, and trying new things. No level of communication or transparency could fully prepare you for all of the changes you're navigating, and we understand that it will be overwhelming at times, but we want you to know that you're not alone.

Orientation is designed to transition you into the program as seamlessly as possible. It isn't a perfect system, but it's designed with your experience in mind. Your Peer Advisors (PAs) have volunteered their time this summer to be your support system, your listening ear, your first friends on campus. We're all here because we really want to set you up for success, and we're so excited to watch you grow and thrive in your time at CBS.

The Big Picture

Orientation will be your first week on campus. For Fall 2023 starts, it's scheduled on Monday, August 21st through Thursday, August 24th. When you check in for Orientation, you will find out which Cluster you've been assigned. There are 9 Clusters, named A-I, with approximately 70-75 people per Cluster. At a high level, you can expect a mix of Cluster-specific meetings, led by your PAs, and large-group sessions designed for a broader audience – your entire class. Towards the end of the week, your schedule will begin mixing in a few of your core classes (which we'll get into detail about later), so that you can dip your toe into the Academic workload and get used to our class structures over time instead of all at once.

This week (the first few weeks, for that matter) will be a lot. Don't get stressed, this is just the beginning. Focus on getting to know your Cluster and your PAs, and the rest will follow!

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Orientation: Peer Advisors (PAs)

Written by Kensley Hickman, Peer Advisory Chair

Your Peer Advisors & The PA Board

You will have 3-4 PAs assigned to your Cluster, who have been waiting all year to meet you! You'll get to know them on the first day of Orientation, and they'll serve as a great resource for any and all questions you have about Orientation specifically, CBS in general, or your transition back to school. Your PAs were selected because they exemplify our core tenets of Community, Commitment, and Fun. They were paired together to represent a wide variety of experiences, backgrounds, and perspectives, and they're passionate about helping you find and/or create your home here at CBS.

We, the PA Board, have the privilege of supporting your PAs so that they can support you. We trust and believe that your PAs will be able to answer your questions and address your concerns (or at the very least, that they will commit to investigating with you). However, if you have a question for us, or if you just want to chat about your experience and/or provide feedback, I'm thrilled to introduce you to our PA Board below:

2023-2024 PA Board

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First Semester: Core Classes

Written by Kensley Hickman, Peer Advisory Chair

Core Class Scheduling

During your first semester of classes at CBS, your schedule will be determined for you. It is based on your cluster assignment, so you will have every core class with your cluster (note: there are some exceptions to note here, which we'll get to later).

CBS offers 4 types of classes, which are typically worth either 1.5 or 3 credit hours each:
Block Week (Half-Block or Full-Block): These classes will be condensed into a 3-day or 1-week timeline, to be taken the week before the regular semester starts. Think all-day, every-day. Block week is a great way to knock out credits for the semester, which can be especially helpful if you'd like to free up more time later on for an in-semester internship.
Full Term: These classes last the entire semester; a full 12 weeks.
A-Term: Classes taken during the first 6 weeks of the semester.
B-Term: Classes taken during the final 6 weeks of the semester.

The core is a composite of all 4 class types, so by the end of the first semester, you'll have a good idea of which class structure(s) you like and/or dislike. Here's an overview of your first semester's core class setup:

Block Week	**Full Term**	
Lead: People, Teams, and Organizations	Financial Accounting	
	A-Term	B-Term
	Foundations of Valuation	Corporate Finance
	Managerial Statistics	Business Analytics
	Strategy Formulation	Marketing
	Managerial Economics	Global Economic Environment

Notice that B-Term classes largely build off of the concepts established in their A-Term counterparts. For more information on the focus area for each core class, please visit https://academics.business.columbia.edu/mba/academics/core-curriculum.

There is one additional core class, Operations Management, which you'll take in the A-Term of your second semester at CBS. You will again be assigned a course section and class time based on your cluster.

CBS Hardware

Written by Kensley Hickman, Peer Advisory Chair

The Hardware

During Orientation, you'll get lots of stuff handed to you. Here's what you need to know:

- **Casebook:** Many CBS classes, especially in the Core, are case-based. While the school used to print these out in a massive physical casebook for every student every year, they have since transitioned to a virtual casebook – a.k.a., an iPad. You'll receive this iPad, plus an Apple Pencil, and get it set up during Orientation. The iPad is locked and can only access school-related resources (e.g., Canvas, course materials, PollEverywhere, note-taking tools, etc.). You cannot use it to access your email, social media, or any other restricted sites. Some professors will have rules about only using your casebook in class, rather than a personal laptop or other device. Plan to bring it every day and find a way that works for you in terms of taking notes on it and studying with it. If you need help with your iPad, or any other CBS-adjacent technology, visit the IT office in Geffen Hall, Room 460. You will be able to keep your iPad after graduation, at which point it will be unlocked for full, unrestricted use.

- **Name Plate:** You will receive a plastic, personalized name plate which fits into the groove at the front of all the desks in Manhattanville Campus classrooms. Plan to bring this to class every day as well, since professors use this to learn your name, verify attendance, and give credit for participation. If you need to change the name listed, please visit https://groups.gsb.columbia.edu/login_only?redirect=%2fstore%3fstore_id%3d1

- **Name Tag:** Along with your name plate, you'll also be given a smaller, magnetic name tag. This is perfect for wearing to on-campus events or recruiting information sessions. Similarly, you can visit https://students.business.columbia.edu/records-registration/name-changes if you need to update the name listed on your name tag.

- **Student ID:** Your student ID will be your ticket into the building, so plan to always have it with you. Should you forget to bring your ID to campus one day, you can speak with the front desk at either building to confirm your enrollment and grant one-time building access. If you lose your ID, you will need to pay $20 to have a replacement made at the Manhattanville Office of Public Safety across the street from campus at 3270 Broadway.

Learning Teams & Cluster Boards

Written by Kensley Hickman, Peer Advisory Chair

Learning Teams

During Orientation, you will find yourself assigned to a Learning Team. Your Learning Team is a smaller subset of your overall cluster – usually 5-7 people. This group will serve as your project team for all core classes. In designing Learning Teams, CBS tries to pair people together who have different backgrounds, experiences, interests, and career trajectories. You'll have the chance, in this context, to take on different roles, to hear different perspectives, and to collaborate with people you may not have interacted much with otherwise!

One of your first tasks as a group will involve creating a Learning Team Charter. You'll decide things like how often you should meet, what kind of learning environments you want to create, the methods you want to use for tackling assignments, how you want to allocate responsibility amongst yourselves, etc. It's a great opportunity to set the stage for a successful first semester.

Cluster Board Elections

After the overwhelm that is your first few weeks of class, when you finally feel like you're getting your feet under you, your PAs will help you transition the reins over to a handful of Cluster-elected Board members. Each Cluster will need to fill the following positions:

- Cluster Chair (1)
- Academic Rep (1)
- Career Rep (1)
- Global Citizenship Rep (1)
- Chief of Staff (1)
- DEI Rep (1)
- Community (2) – Internal (1) / External (1)
- Social Rep (2)

Click here more information on the roles and responsibilities of the Cluster Board. You will receive further details about the election process as the time comes.

Sustainability at CBS

Written by Jimmy Cheung, ExBo VP of Sustainability

ExBo's Sustainability North Star:
"Transform Columbia Business School into the premier MBA program in sustainability, seamlessly integrating into careers, campus practices, & academic offerings"

Courses taught by award-winning faculty:

- Business and Climate Change
- Climate Finance
- Climate Tech
- Climate Policy
- Climate Justice, Real Estate and Vulnerability
- Measuring and Managing Climate Risk
- Challenges in Measurement & Disclosure of Environmental, Social, and Governance Data
- Project Finance: Principles and Application to Emerging Markets
- ESG Equity Investing
- Impact Investing

Experiential learning opportunities offered by the Tamer Center for Social Enterprise:

- Three Cairns Climate Fellowship (a few examples of partners from previous years below)
  - BlackRock
  - Cyan Capital Partners
  - Elevation Ventures
  - Inherent Group
  - ROOM
  - Safi Organics
  - SFJ Ventures
- Pangea Advisors
- Social entrepreneurship
- Volunteer opportunities

"Business research, in particular, will be pivotal to taking the progress we make in understanding climate change and using that to develop solutions that can be implemented at a global scale. How do we finance them? What business models are we going to use? How do we price climate risk? How does asset pricing get affected by this future? Everything we do here at Columbia Business School and at the University will adapt and change as we grapple with these challenges."
– Dean Maglaras

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DEI at CBS

Written by Tari Itonyo, ExBo VP of DEI

Everyone at CBS is asked to share the following values statement:

To achieve our vision of developing innovative ideas and inspiring leaders that transform the world, the members of CBS strive to build and sustain a welcoming and intellectual community that values and respects individuals' different and shared identities and perspectives.

A sampling of DEI efforts:

Once a semester, each student must attend at least one **Phillips Pathway for Inclusive Leadership (PPIL)** event and submit a reflection. PPIL events are centered on 5 Essential Inclusive Leadership Skills:

- Understanding Identity and Perspective Taking
- Mitigating Bias and Prejudice
- Managing Intercultural Dialogue
- Addressing Systemic Inequity
- Creating an Inclusive Environment

CBS partners with the Arthur J. Samberg Institute for Teaching Excellence and Columbia CaseWorks to develop cases and training to enhance curriculum and classroom diversity and inclusion.

Read more about diversity, equity, and inclusion at CBS here

Check out a few of our student affinity & international clubs:

- Africa Business Club
- *Black Business Student Association*
- *Brazil Club*
- *Cluster Q*
- *Christian Business Fellowship*
- *Japanese Business Association*
- *Jewish Business Students Association*
- *Latin American Business Association*

CBS has over 20 affinity & international clubs; this is only to highlight a select few

"As scholars of business, we know that research shows that diversity and plurality of backgrounds, experiences, and knowledge promotes innovation and improves outcomes. Our commitment, at its core, is to create an environment where everyone feels welcome and respected."
-Dean Maglaras

Recruiting 101

Written by Zach Zaffos, CMC Lead, & Maeve Morse, ExBo VP of Careers

Hear directly from Professional Club Leaders:

- Aerospace & Defense Tech
- Cannabis Industry
- CBS Innovation & Design
- Entrepreneurship through Acquisition
- General Management
- Healthcare Industry Association
- Hospitality and Travel Association
- Investment Banking
- Management Consulting
- Marketing Association
- Media
- Private Equity
- Retail & Luxury Goods Industry
- Social Enterprise
- Sports Business
- Sustainability
- Tech
- Venture Capital

CBS has over 30 professional clubs; this is only to highlight a select few

Overview of CMC Resources:

There is no way around it: recruiting can be daunting. But the good news is that it can be a lot of fun and a great way to bond with your classmates, as long as you go in with the right mindset. Even better news is that there are so many resources at the CMC to help you along the way. There are four formal channels you should definitely know about:

CMC Advisors: CBS has 8 advisors whose primary job is to help YOU. Regardless of who is your direct advisor, you can schedule time with any and all of them to talk through your potential recruiting path, backup options, timing, prioritization of efforts, and how to best position yourself in the process. CMC is a valuable resource in helping solve any tricky timing/logistical situations with interviews, giving resume advice, and more.

CMC Fellows: CMC Fellows are second year students who have been through it all when it comes to recruiting. They are a great resource to utilize as they were in your shoes last year! Second year students are in the know with recruiting nuances and company preferences. The CMC Fellows are a great resource, but are particularly helpful in the first month of school when you're just figuring it all out.

CMC Executives-in-Residence: These are 20+ current or former C-suite executives across a variety of industries who have a unique perspective that they're happy to share with you. CMC Executive-in-Residence act as sounding boards to help shape your career vision. This is a resource not many business schools have - so definitely take advantage.

Coaches: These are alumni in industry who, like Executives-in-Residence, can act as extremely valuable sounding boards. Meet with CMC coaches to learn more about certain industries and companies.

A few stats:

- Class of 2022 Job Offers and Acceptances
  - 95% received a job offer within three months of graduation
  - Median Base Salary $175,000
  - 62% of offers were school-facilitated
  - 43% Non-US citizens

Learn more about CMC resources on VMOCK

Pro-tip: *You will be added to a dedicated slack channel run by CMC and ExBo,for first year recruiting updates. Make sure to turn on notifications for it!*

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APPENDIX 1: AFFINITY & INTERNATIONAL CLUBS

Africa Business Club

Written by Adekanla (Dekky) Dedeke, Co-President of the Africa Business Club

Class 2025,

Welcome to CBS!

What is the Africa Business Club?

The Africa Business Club strives to build a supportive environment that welcomes anyone who holds a connection, affinity, or a keen desire to learn about Africa, its rich cultures, and its swiftly advancing industries, fostering a space for exploration and enhanced learning.

What do we organize?

1. Social Events: We host various sponsored events, inter-club events, and inter-school events. Here are a few highlights from last year:

a. ABC Thanksgiving celebration
b. ABC annual retreat
c. ABC and SIPA Pan African Network mixer

2. Networking and Educational Opportunities: Throughout the year, we organize an assortment of networking and educational events for students interested in establishing connections with ABC Alumni or expanding their knowledge about Africa. For example:

a. The Chazen Global Spotlight Series: Cameroon
b. ABC alumni brunch
c. Landing and nailing an in-semester internship (collab with BBSA and CWIB)

3. Columbia Africa Conference: The Columbia Africa Conference stands as a source of inspiration, cultivating a profound recognition of Africa's diversity and vitality. It unites influential figures, esteemed academics, entrepreneurs, and dedicated individuals who collectively envision contributing to the advancement and progress of Africa. This event is held annually and draws 450+ guests to Manhattanville. A few noteworthy speakers from last year include:

a. Fred Swaniker – Founder of African Leadership Academy
b. Tunji Balogun – CEO & Chairman at Def Jam Records
c. Vera Songwe – Former Under-Secretary-General at the United Nations

Can anyone join?

The Africa Business club welcomes all!

Black Business Student Association

Written by Wilson Darko, Co-president of the Black Business Student Association

Dear class 2025,

We are thrilled to say congratulations to you and extend a heartfelt welcome to the Black Business Student Association at Columbia Business School! As you begin this exciting new season in your professional and academic development, we look forward to seeing you build your story at Columbia Business School!

Who We Are

The Black Business Students Association (BBSA) promotes the well-being of Black-identifying students and allies and provides resources to promote their academic success, personal development and professional advancement. BBSA is dedicated to spotlighting and elevating the Black experience at Columbia Business School and to meaningfully impacting the student body and the local community. We represent students from a wide range of professional and cultural backgrounds, and look forward to having you become a member!

What We Do

Throughout the academic year, the BBSA hosts an exciting mix of professional, social, and academic programming to support the development and engagement of students at Columbia Business School.

In partnership with our corporate sponsors and alumni from a wide range of industries, we host career readiness programming to give people an inside look into life at their dream firms, and also empower our members to drive their career search to success.

We host social, cultural, and service events geared towards bringing people of all backgrounds together, and to develop stronger bonds across current students, alumni, and the greater Columbia & Harlem community. We strive to serve as a community in which our members can build upon their #CBSWhy, increase their readiness for life after business school, and positively leave an impact at Columbia Business School and beyond.

This all culminates with our annual Elevate Conference, the longest running student-led professional conference at Columbia Business School, which features dynamic business leaders, change agents, and esteemed alumni across several keynotes, panels, and workshops. The Elevate Conference features speaker/workshop topics such as Tech, Media, Finance, Entrepreneurship, Luxury Goods/Fashion, Venture Capital, and more! We look forward to seeing you there March 29th & 30th, 2024!

We strive to serve as a community in which our members can build upon their #CBSWhy, increase their readiness for life after business school, and positively leave an impact at Columbia Business School and beyond. We would love for you to join us in this effort to lift as we climb!

Welcome to the Black Business Student Association!

Best regards,

Wilson Darko and Kristyn Stanback

Co-Presidents of the Black Business Student Association

Brazil Club

Written by Cristina Mello & Lucas Silva, Co-Presidents of Brazil Club

Welcome to Brazil Club, a piece of Brazil at CBS!

Dear class of 2025,

Our warmest welcome! We couldn't be more excited to have you join our community! We at Brazil Club aim to be a piece of Brazil at Columbia Business School. Our club is organized to complete our two-sided mission of building a community that appreciates the Brazilian culture and of enriching our member's professional lives.

Over the next term you can expect from us:

- **Buddy program**- Interested incoming students will be paired with a Brazil Club member to facilitate the transition into Business School. Take advantage of this opportunity to ask anything from how to open a US bank account to what are the career resources available to help you reach your dream career.
- **Brazil Club Mixers**- To maintain a tight-knit community hold periodic mixers involving Brazil Club members and significant others (SOs). Members of the wider CBS community are invited to get to know your fellow Brazilians and their culture a little bit better.
- **Outings**- Sometimes you just need a weekend getaway to speak some Portuguese and mingle while listening to Sertanejo or Forró and eating Churrasco (Brazilian barbecue)
- **Restaurant Visits**- New York is privileged to be home to several restaurants with authentic Brazilian cuisine. If you would like to know what a typical Brazilian meal like Feijoada tastes like or just miss food at home join us for a restaurant visit
- **Brazil Climate Summit**- New York, September 13th and 14th, 2023. We are living in a decisive decade for climate action and the achievement of the 2030 Agenda. The Brazil Climate Summit aims to bring together business leaders, entrepreneurs, academia, experts, policy-makers, NGOs and Multilateral Organizations to discuss Brazil's opportunities and responsibilities in a world where environmental and social impacts are the pillars of a new capitalism.
- **MBA Brasil**- Chicago, November 10th and 11th, 2023. MBA Brasil is a conference with the mission to bring together Brazilian students from top business schools to discuss the business scenario in Brazil

Cristina Mello and Lucas Silva
Co-Presidents of Brazil Club

Cluster Q

Written by Blake Bergeron and Osbert Fu, Cluster Q Co-Presidents

Hello Class of 2025!

A warm and enthusiastic welcome to Cluster Q, Columbia Business School's LGBTQ+ and Allies professional and social association! As you embark on your MBA journey, we're here to enhance your experience and provide a vibrant and inclusive space for you to thrive.

Cluster Q is a tight-knit community dedicated to empowering LGBTQ+ individuals and allies throughout their time at CBS and beyond. Our mission is to foster a supportive environment that nurtures LGBTQ+ leaders and ensures a lasting, engaged network after graduation.

At Cluster Q, we stand proudly at the intersection of your personal and professional development. From Ally Week, where we celebrate and educate our allies, to our Fall and Spring Retreats, offering opportunities for enhanced community and connection, our events embody the spirit of community and empowerment.
Romba, our flagship recruiting conference, presents a platform for you to excel professionally, while MB-Queer and Pride Week emphasize the vibrant LGBTQ+ community at CBS. And let's not forget the casual and joyful Kikis in the Courtyard - a chance to unwind and enjoy good company.

We're excited to offer a warm welcome to LGBTQ+ community members and allies, and we invite you to join our dynamic and diverse family. Together, we'll champion inclusivity, inspire leadership, and build a legacy of positive change.

Welcome to Cluster Q, where you're not just joining a club, but a community that uplifts and celebrates every unique individual within it.

See you soon!
Blake Bergeron and Osbert Fu
Cluster Q Co-Presidents

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Christian Business Fellowship

Written by Toke Soyebo & Kobby Owusu – Co-Presidents of the Christian Business Fellowship

Class of 2025,

Welcome to CBS!

What is the Christian Business Fellowship?
Our goal is to establish and advance our love for Jesus Christ and his love for us. Ultimately, we welcome God's people of every ethnicity and culture on and we hope to foster an environment on growing in love for Jesus Christ, spending time in God's word, and ensuring we are fulfilling our purpose here on earth. Example questions/topics: What does it mean to be a believer in business? What does it mean to be a Christian? How can we share the love of Jesus in our business settings

What do we organize?

1. **Social**: casual setting where members can come have conversations, with food on us!
2. **Retreats**: Anchor retreat is an annual summer retreat that occurs with other Christians in top MBAs across the U.S
3. **Conferences**: We encourage members to attend the Believer in Business conference that happens in the fall of every year, where distinguished speakers come to speak about a variety of topics. For example:
   a. Lisa Lambert, HBS Graduate, CTO of National Grid
   b. April Tam Smith, CBS Alum, Managing Director at Morgan Stanley

Can anyone join?
Yes! We invite everyone to join our community and discussions. We believe in Jesus Christ as the only true God, the almighty Creator of all things, existing eternally in three persons – Father, Son, and Holy Spirit full of love and glory.

Japanese Business Association

Written by Hiroaki Yamazaki & Michiyo Kinoshita, Co-Presidents of the Japan Business Association

Class 2025,

Welcome to CBS!

What is the Japan Business Association?

Our goals are to nurture lifelong friendships among CBS students who share interests in Japan, and to promote Japanese business and culture within the CBS community. We organize various events highlighting Japan's unique cultural and trendsetting offerings, collaborate with other clubs to promote cultural exchange, and continue managing the Japan Trek.

What do we organize?

1. Social events: host a series of social events, including Japan Trek, to create a tight-knit but open and inclusive community while experiencing Japanese culture
2. Speaker events: bring speakers to come to speak about Japan-related business to share unique Japanese ideas and visions
3. Career: introduce exclusive recruiting opportunities in Japan

Can anyone join?

Everyone is welcome at the Japan Business Association! Our club membership fee is free! Columbia Business School is one of the schools with the largest number of Japanese students. And there are many Japanese businesses in New York. We offer you a Japan-related experience that you cannot get anywhere else!!!

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Jewish Business Students Association

Written by Debby Greenstein and Josie Toubin, Co-Presidents of JBSA

Dear Class of 2025,

We are thrilled to welcome you to Columbia Business School and to the Jewish Business Student Association! Whether you're Jewish, Jew-ish, or just looking to attend some of CBS's greatest parties, we're here to make your experience more memorable.

Throughout the year, we organize social, cultural, and religious events. Some activities you can look forward to this year are:

- High Holiday Meals
- Bar-Mitzvah
- Masquerade
- Holocaust Speaker
- Shabbat Dinner Pods
- Bagel Brunch
- And more!

We are also here to help you navigate the Jewish experience on a university campus. We are your resource for all things Jewish at CBS.

Everyone is welcome to join JBSA - both Jews and non-Jews alike!

Welcome to JBSA! We look forward to an exciting academic year together!

All the best,

Debby and Josie

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Latin American Business Association

Written by Antonio Calderon and Sebastian Hochbaum, co-presidents of LABA

Hola Familia! Welcome to the Latin American Business Association – *from New York to Latam, from Latam to the world.*

Dear class 2025,

We are thrilled to extend our congratulations and warmest welcome to Columbia Business School! From the **Latin American Business Association (LABA)**, we are beyond excited to have all of you joining our unique family. As you embark into this new exciting and ground-breaking chapter in your professional, academic and personal life, we look forward to helping you build your meaningful story at Columbia Business School!

Who We Are.
LABA has coined a remarkable legacy at CBS since its foundation, becoming the largest club across business school. At LABA we aim to build a strong and diverse community of individuals, comprised by Latinxs, Hispanics and people from all over the world, curious and passionate about our Latin American culture and committed in leveraging their privileged position and talent to drive impact into our region during their MBA journey and beyond through the LABA platform.

What We Do.
At LABA, we embrace the challenge of uniting our entire community throughout the year and make it a priority to become a meaningful part of all our members' MBA journey. We will work together to educate, connect and empower our members to make LABA a platform that bridges profesionally, socially and culturally Latin America to the World and beyond.

How We Do It.
We have already been working hard in lining up an incredible 2023-2024 schedule filled with the most notable social events alongside incredibly insightful professional opportunities with leaders across the Latin American region.

Social Journey:

- We will continue to elevate what have historically been the most acclaimed and fun parties across our business school. Make sure your reggaeton playlist is updated and you are ready to dance all night long!
- Collaborations with other clubs such as the Brazil clubs to bring you immersive and unique cultural experiences!
- Iconic 'LABAsados' prepared by tenured asadores emerging from Argentina, to Chile, to Colombia and beyond.

Continued on the following page

Latin American Business Association

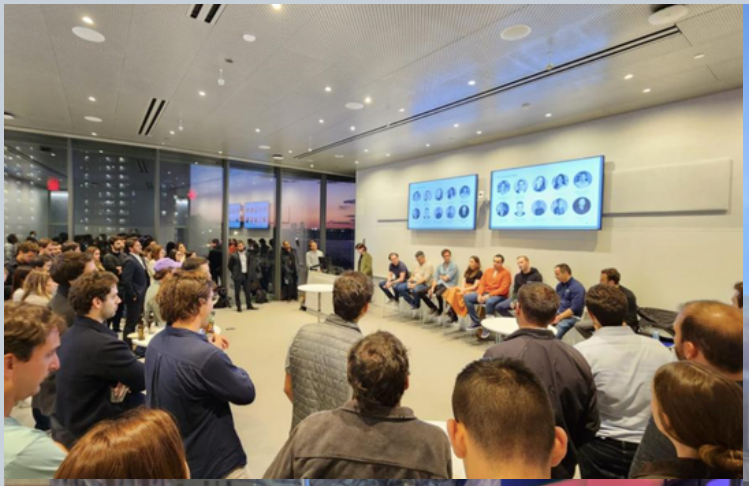
Written by Antonio Calderon and Sebastian Hochbaum, co-presidents of LABA

Professional Journey:

- On and off-campus events with top-tier speakers tapping across different industries, including our traditional annual Latin American Conference held every February;
- Networking events with Alumni and peers from other universities;
- Promote our job board to help our members throughout their recruiting process for notable positions in both the US and Latin America;
- All members are encouraged to seek involvement and leadership positions in the club to make the best out of their experience.

Welcome to LABA!

Best regards,
Antonio Calderon and Sebastian Hochbaum
Co-Presidents of the Latin American Business Association



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APPENDIX 2: PROFESSIONAL CLUBS

Recruiting for Aerospace & Defense Tech

Written by Navneet Vishwanathan & Grace Kim, Aerospace & Defense Tech Club Presidents

Brief Summary: Aerospace & Defense Tech Club provides students a forum to discuss the intersection of science, technology, public policy, and business through the lens of the Aerospace & Defense sector. Our team's interest range from commercial aviation to defense tech and this is supported by events and programming including speakers, conference visits, and career focused events to help students enter the sector.

Key Pre-MBA To-Do's:

- Read… and listen! We love sources like War on the Rocks, Defense One, and Lawfare and podcasts like Solarpunk, Defense One Radio, and Net Assessment
- Prepare your resume
- Reach out to our board or to others you know in the industry for a quick coffee chat

Timeline of Recruiting: Recruiting is typically ad-hoc/just-in time

Key CMC/Faculty Contacts:

- Jon Hicks is our CMC advisor

Key Things to Know:

- ADT is open to anyone regardless of their previous experience in the industry
- ADT is open to civilians and veterans

Recommended Clubs to Join:

- MIBA
- Tech Club
- VC Club

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Recruiting for Cannabis Industry

Written by James Michaelis, President of Cannabis Industry Association

Brief Summary: The Cannabis Business Association aims to educate and connect the burgeoning world of cannabis in NYC to CBS students. Through guest speakers, panel discussions, treks to NYC/NJ cannabis operations, and networking events CBS students can expect to build a foundational idea of what it takes to invest or operate in the growing cannabis industry. Students interested in private equity, investment banking, and consulting will all benefit professionally from exposure to this growing industry.

Key CMC/Faculty Contacts:

- Nicole Zisa

Key Things to Know: The cannabis industry is one of the fastest growing sectors of the economy and NYC aims to become the world capital of cannabis.

Recommended Clubs to Join:

- VC Club
- Ski Club
- Wine Club

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Recruiting for CBS Innovation and Design

Written by Rohit Tipnis, CBS Innovation and Design Co-President

Brief Summary: Columbia Innovation & Design is a professional organization at Columbia Business School with the goal of building and supporting a community of business leaders focused on the power of creative problem solving and idea generation. Our mission is to: 1) Promote innovative thinking on our campus. 2) Develop forums (through speakers, workshops, etc. on campus) for club members to learn about innovation happening in various industries. 3) Educate club members on the various career opportunities available to them where they can leverage their MBA education in an innovative and creative way. We aim to bring a diverse set of students together to lean from one another, and expose students to various companies and leaders across the innovation landscape. We look to educate, inspire, and help our fellow students above all.

Key Pre-MBA To-Do's:

- Prioritize what you want to get out of your business school experience (e.g., expanding network, club experiences (social or professional), taking courses on specific industries, in-semester internships, entrepreneurship labs, etc.)
  - Business school provides many opportunities and it can be overwhelming at first, so understanding your priorities will steer you in the right direction
- Read through the list of clubs on campus and reach out to members of those you have an interest in
  - Everyone is willing to talk, share their perspective on the given club/CBS in general, and help new students get acclimated
  - 2nd years can help structure your recruitment plan, as well as point you in the direction of additional resources

Timeline of Recruiting:

- Technology recruiting is usually ad-hoc, with some companies (e.g. Google) simply having bulk resume drops earlier in the year that can lead to interviews through April
- For smaller innovation/design firms (e.g. Frog Design), there may not be a formal, structured recruiting cycle
  - Landing an internship/job at these firms may require direct outreach / networking with alumni currently at the company, or with the recruiting teams themselves
- Leverage the behavioral and casing prep provided by the Technology club
- For design-focused individuals, ensure that you have your portfolio of work documented/at the ready as some internships have requested this with their application

Key CMC/Faculty Contacts:

- Mike De Lucia (CMC)
- Chris LaSala [Product Management] [Digital Product Management Lab]
- Gita Johar [Innovate Using Design Thinking]

Recommended Clubs to Join:

- Tech Club
- AI Club
- Fintech & Blockchain Club

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Recruiting for Entrepreneurship through Acquisition

Written by Ben Levine and Harry Tsiagbe, 2023-2024 Co-Presidents

Brief Summary: CETA, or Columbia Entrepreneurship Through Acquisition, is a student-run club at Columbia Business School centered around searching for, acquiring, investing in, and operating small businesses. Our goal is to provide education, resources, and a community around entrepreneurship through acquisition to current students and alumni.

Key Pre-MBA To-Do's: Research the Entrepreneurship Through Acquisition (ETA) space and set up a Searchfunder account here: https://www.searchfunder.com. Also check out the club website here for additional resources: https://www.cbsetaclub.com/

Key CMC/Faculty Contacts: Utilize the same CMC advisors for Private Equity. Faculty contacts include Clayton Sachs, Tom Jackson, and Carlos Gila.

Key Things to Know: Because of the inherent nature of ETA, there is no formalized recruiting timeline, but there are several internship opportunities that come up throughout the year from investors and search CEOs. To explore the space further, we recommend that you consider completing an internship (in-semester or during the summer) and attend the club events to meet with investors and searchers who come to campus. Also consider taking the ETA class offered in the B-Terms of the Fall and Spring semesters.

Recommended Clubs to Join:

- Private Equity Club
- Columbia Entrepreneurs Organization
- Investment Banking Club

Lessons Learned from Ben and Harry: If you think there is a chance you might want to pursue search post-MBA, it is important to start building investor relationships early, so that investors know you before you officially launch your search fund (assuming you intend to raise a traditional search fund). Utilize all of the resources available at your disposal at CBS so that you do not have to scramble to raise a fund near the end of your second year. The best ways to accomplish this are by (1) taking an ETA class, (2) attending ETA club meetings and events, and (3) networking with Columbia Business School alumni

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Recruiting for General Management

Written by Jennifer Zimmerman, General Management Association (GMA) Club co-president &
Patricio Pino GMA VP of Professional Development

Brief Summary: GMA's mission is to expose and prepare club members for recruiting and career success in general management and leadership roles. Throughout the year, we provide:

- Resources and guidance from CMC, alumni, and club members
- Mentorship programming, resume and cover letter workshops, and interview/case prep
- Lunch & Learns with executives, Alumni and industry panels, and more!

Key Pre-MBA To-Do's:

- Explore the Career Management Canvas page
- Research companies or industries of interest

Timeline of Recruiting: General Management recruiting does not have a strict timeline. Recruiting and networking begins in September and the entire cycle can end as late as May. Stay up to date on the recruiting timelines of individual companies with the help of GMA.

Key CMC/Faculty Contacts: Laurie Boockvar & Diana Levine

Key Things to Know: General Management is as broad as the market. Roles may vary from C-level positions in start-ups to rotational programs in S&P 500 companies and everything in between.

Recommended Clubs to Join: GMA serves as an amazing complement to industry specific clubs.

Lessons Learned from Jen Zimmerman, GMA Co-President: Recruiting can be a stressful time but staying organized and focused on what I came to CBS for helped me stay on track and avoid unnecessary stress or distractions. I was also able to enjoy the process more when I wasn't comparing my journey to anyone else's.

Lessons Learned from Patricio Pino, GMA VP of Professional Development: If I had to give advice for the recruiting stage, it would be to start early, stay calm, and not overwhelm yourself with the amount of information, opinions, and perspectives around you. Stay focused on your next step – small progress is better than nothing. Slow and steady wins the race.

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Recruiting for Healthcare

Written by Elizabeth Pon & Saloni Mehta, Healthcare Industry Association (HCIA) Co-Presidents

Brief Summary: The Healthcare Industry Association (HCIA) of Columbia University fosters community for CBS students who are passionate about healthcare. The club hosts an annual conference (save the date: February 9, 2023!) where students from peer business schools and graduate programs, industry leaders, and other alumni congregate for fascinating conversations and keynote speeches on the latest advances in healthcare. HCIA provides students the tools, knowledge, and contacts of all disciplines across diverse sectors in the industry, including pharma, digital health, payers/ providers and investing. Notably, HCIA is the student-led part of the CBS healthcare community, and the Healthcare and Pharmaceutical Management (HPM) Program is the faculty-led part (e.g., they set the healthcare curriculum). We partner with HPM to offer a robust calendar of events.

Key Pre-MBA To-Do's:

- Spend time thinking through what you're interested in exploring and what you want to
- recruit for-having a loose plan will make your fall easier!
- Update your resume
- Enjoy your summer!

Timeline of Recruiting:

- Pharma industry events (on-campus recruitment and coffee chats) begin in the fall. First round interviews are within the first two weeks of January. Second/final round interviews are complete by mid-February
- Consulting and banking are in the fall; see specific clubs for more details
- Digital health is enterprise, generally spring
- PE/VC are enterprise, we work closely with the PE and VC clubs to set up networking opportunities for students

For digital health, healthcare PE/ VC and other enterprise opportunities, keep an eye on the HCIA job board!

Key CMC/Faculty Contacts:

- CMC: Diana Levine
- HPM faculty director: Professor Carrie Chan
- HPM faculty director emeritus: Professor Cliff Cramer

Key Things to Know:

Community
Education
Connection
Networking
Leadership Opportunities

Recommended Clubs to Join:

- Healthcare Industry Association (HCIA)
- Industry-specific (e.g., if you're interested in healthcare banking, join IB club)

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Recruiting for Hospitality and Travel Association

Written by Emma Kaplan & Priyani Karim, Co-presidents, Hospitality and Travel Association

Brief Summary: The HTA is Columbia Business School's premier destination for all students interested in learning more about the hospitality industry, whether pursuing professional paths or simply wanting to enjoy the most of what New York's scene has to offer. We aim to bring together students with interests in food and beverage, real estate, travel technology, nightlife and related fields and make an effort to ensure that our club members are enhancing their knowledge through hands-on experiences. The club seeks to provide networking opportunities, alumni resources and educational discussions to explore career paths in the industry. Some events include informational site tours of a range of New York's best hospitality venues as well as networking events and speaker series.

Key Pre-MBA To-Do's:

- Schedule an introductory meeting with a CMC advisor
- Brainstorm which general areas / industries you want to dedicate time to, considering both your social interests and experiences and your career goals
- Research companies, students and alumni that are in your desired industry or function

Timeline of Recruiting: November through May (varies based on the direction of hospitality you want to go in but never hurts to reach out to contacts early)

Key Things to Know: Have confidence to reach out to people that you might not know and ask questions. This is a rare period in your career where you have freedom to explore anything you want and you have a great excuse to do so. The only person who is really going to restrict what you are capable of doing is you.

Recommended Clubs to Join:

- Gourmet Club
- Wine Society
- Real Estate Association

Lesson Learned From Emma: Persistence is key – if someone doesn't reach out to you don't be afraid to send a couple of reminders if you really are interested in connecting.

Lessons Learned From Priyani: Learn when roles are typically listed by your target companies and if it's later in the spring don't get discouraged. Be patient and give yourself the chance to take the role that you really want rather than committing to something you're less excited about early on.

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Recruiting for Investment Banking

Written by Boiketlo Mphalele & Henry Truelove, Investment Banking Club Co-Presidents

Brief Summary: The Investment Banking Club is one of the most successful career-focused organizations at Columbia Business School, and is the premier Investment Banking student organization among MBA programs globally. In recent years, the IBC has sent ~80-100+ students annually to summer internships and full-time jobs at dozens of leading investment banks in New York City and around the world.

For first years interested in a career in investment banking, the IBC, in conjunction with the Career Management Center, runs an extremely thorough process to prepare first year students for on-campus recruiting (OCR) interviews, which will occur in January of 2024.

Plenty of additional information will be shared with students in their first few weeks on campus in order to give them additional insight into what the investment banking recruiting process and job are like, but typically those students that arrive to campus with conviction about their recruiting goals (i.e., they have decided by mid-September that they want to recruit for IB summer internships), are able to find success in the summer internship recruiting process.

Key Pre-MBA To-Do's:

- Prepare your resume (see CMC resources you have been given access to)
- Spend some time reading the news - WSJ, Bloomberg, FT, Money Stuff, etc.
- If you come from a non-finance background, consider browsing through resources provided by CMC like Wall Street Prep to start familiarizing yourself with things like financial statements (although this is by no means a requirement)
- Have a long and hard think about if Investment Banking is actually a career path you are interested in
- Rest. The recruiting process will take up a significant portion of your time over the fall semester.

Key CMC/Faculty Contacts:

- Anjna Motwani is the CMC Advisor

Faculty with IB experience:

- Donna Hitscherich
- Brian Lancaster
- CBS Faculty Search can provide info on additional professors with industry experience

Advice continued on the following 2 pages

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Recruiting for Investment Banking

Written by Boiketlo Mphalele & Henry Truelove, Investment Banking Club Co-Presidents

Timeline of Recruiting: Typically, on-campus investment banking recruiting (OCR) follows the below timeline, with the exception of pre-MBA diversity recruiting (which occurs prior to students arriving on campus), certain non-NYC roles (International and West Coast offices), and certain banks that do not participate in on-campus recruiting and thus sometimes operate on different timelines.

Note these dates are illustrative EXCEPT for the beginning of firmwide presentations, dates for first round and superday interviews (no OCR interview will be earlier than these), and the date at which offers can begin to be made by banks to students.

- Firmwide Presentations: Begin Tuesday, 9/26/2023 - late October
- Informational Interviews (Coffee Chats): Early October - Late November
- Invitation-Only Events: Early November - Early December
- Cover Letter / Resume Drops: Early December (due date vary)
- First Round Interviews: Begin Thursday 1/4/2024
- Superday (Second/Final Round) Interviews: Begin Wednesday 1/10/2024
- OCR job offers can be made to students beginning: 5 PM ET on Friday 1/12/2024
- Post-OCR Recruiting: on-going from January through later in the Spring semester

Key Things to Know:

If you have *any* interest in IB internships or full-time roles, you have to jump in early!

- The IB recruiting process can feel like a runaway train. The way that banks run their recruiting processes means if you don't attend events early in the process (firmwide presentations, coffee chats), there is little to no chance you'll remain in that banks process as they start to whittle down their list to invite candidates to dinners and for interviews slots
- Similarly, banks most typically fill their full-time classes with returning summer interns, or those that interned at other investment banks. It is challenging to not intern in investment banking and land a full-time IB role (the best possible alternatives would be anything deal / investing / buy-side related, like PE / hedge fund roles, equity research, consulting due diligence groups, etc.)
- **Bottom line**: if you have any interest in IB for your summer internship or as a full-time job, join the IBC and start the recruiting process to test the waters - there is no punishment for deciding not to continue recruiting for IB, but there is almost no way in should you decide too late that it interests you!

Investment banking recruiting is a lot of work!

- You will be in business formal attire almost every weekday between late September and when we break in December for the holidays
- In the fall semester, company presentations, coffee chats, and invitation-only events will consume most additional weekday free time on your schedule beyond core classes
- You are going to have a great time doing it! You get to recruit alongside 100+ friends and classmates, form great friendships, get fancy drinks and dinners paid for by banks, and return to the working world for your internship and full-time job with an incredibly tight network of peers at amazing banks all over NYC and the globe

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Recruiting for Investment Banking

Written by Boiketlo Mphalele & Henry Truelove, Investment Banking Club Co-Presidents

Recommended Clubs to Join:

- Investment Banking Club
- Anything social or affinity-based that you are passionate about (Wine Society, Rugby, Soccer, CWiB, BBSA), as during the recruiting process full-time bankers actually really do want to hear about the fun things you're doing at b-school
- Anything career-related that you are interested in (e.g., if you want to be a FIG banker, Fintech & Blockchain club, if you want to work in Retail/Consumer banking, Retail & Luxury Goods club), which can help demonstrate your interest in certain industries or groups when recruiting for banking

Lessons Learned From Boiketlo & Henry:

From Henry: Your classmates will be your #1 resource during the recruiting process. Spend the time up-front to get to know as many people as you can, because that's who you'll practice coffee chats, prepare for technical interviews, and spend countless hours with during firmwide presentations and invitation-only dinners. Recruiting can often feel like a very individual process and outcome, but along the way the benefits of having a strong group of peers and friends to share with about your interactions with bankers and interview prep are very important.

From Boiketlo: Don't underestimate the importance of preparation on the small things. Your pitch, telling your story and even dress code are important. Coffee chats are typically 30 minutes (sometimes shorter when bankers are tight on time).You need to practice delivering a punchy pitch, answering questions succinctly and showing your personality in a short space of time.
I cannot stress enough - kick off the coffee chat process with as many banks as possible.

Lastly, the IBC Club wants to support you. Take advantage of office hours and the community support we provide.

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Recruiting for Management Consulting

Written by Alan Spadone & Kyle Macalinao, Co-Presidents

Brief Summary: The MCA's mission to prepare CBS students for a career in consulting -- which entails both unpacking what consulting as a profession entails, and tips on navigating the internship and full-time recruiting process.

The club objectives include the following:

- Demystify and provide mentorship through the recruiting process, including extensive case and fit interview preparation
- Connect students to premier consulting firms, keeping them upto-date on firm-sponsored recruiting events
- Build students' network of CBS grads and second year students working in the consulting industry

Key Pre-MBA To-Do's:

- Stay on top of key business news ahead of recruiting seasons (e.g., New York Times, Economist, Wall Street Journal, Financial Times)
- Conduct secondary research on the consulting industry to see if the role is a fit for you
- Speak to currents students or people in your class or network that have worked in consulting to gather a candid view of the work streams and responsibilities involved
- Join the pre-MBA consulting webinars to learn more about the industry

Timeline of Recruiting:

- September-October: Firm-wide events & coffee chats
- October-December: Casing prep starts; firm-wide events & coffee chats continue
- December: Application submissions
- January: Interviews

Key CMC/Faculty Contacts:

- Tricia Baione: CMC liaison to MCA
- Joni Coughlin: CMC liaison to MCA (international)

Key Things to Know:

As long as you trust the process that the MCA lays out for you and follow the recommended preparation & networking advice, you will be well positioned to successfully recruit for a consulting internship. Here's how the MCA can help:

- Workshops: Recruiting and coffee chat best practices, resume and application review, in-depth interview prep and many more
- Case and Fit Prep: Access to expansive recruiting resources, including 1 on 1 interview prep with 2Ys
- Mentorship: Each member will have a small 2Y-led mentorship group providing personalized guidance
- Social Events: De-stress and build camaraderie with other future consultants
- Firm Correspondence: All company events are distributed through the MCA

Advice continued on the following page

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Recruiting for Management Consulting

Written by Alan Spadone & Kyle Macalinao, Co-Presidents

Recommended Clubs to Join:

- Management Consulting Association
- Small Business Consulting Program

Lessons Learned From Students:

- While volume of coffee chats is important in order to understand the dynamics of each firm, developing a handful of deep relationships at each firm of interest will be more impactful
- Don't start case prep until the MCA recommended date; there is potential harm in self-taught casing due to bad habits that are hard to unteach
- Leverage the 2nd years that have just completed internships to understand what the work is like on a candid basis
- Read the news to ensure at company events and networking discussions you can confidently discuss current events & world news that pertains to business (e.g., interest rates, inflation, supply chain struggles)
- Cast a wide net! There are dozens of firms that do the same strategy work and offer interesting projects outside of McKinsey, BCG, and Bain!
- Sharing is caring! Help your classmates throughout the recruitment process at networking events, during casing, etc. Recruiters like CBS students that can work on teams, and this is reflected in the way you conduct yourself in collaboration
- The process is long! Don't neglect key relationships with your friends & family; make sure to maintain healthy habits, especially in the brunt of recruitment

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Recruiting for Media

Written by Yael Rein, Co-President Media Management Association

Brief Summary: The Media Management Association is an inclusive, supportive environment for students passionate about building a career within Media and Technology, along with those who have an affinity for the entertainment industry. The club hosts various career, industry, and social events throughout the year, including an annual West Coast Trek to Los Angeles in the Winter and an East Coast Conference in New York City in the Spring. MMA provides students with the resources, knowledge and contacts to prime students to successfully learn, engage, and recruit within the media, technology, and entertainment industries.

Key Pre-MBA To-Do's:

- Fix your resume.
- Have a list of the top companies you hope to connect with on campus.
- Identify a list of alumni and professionals in the media, technology, and entertainment industries.
- Read up on industry trends
- Be true to yourself and own your career ambitions.
- Be open to moving outside of your comfort zone.

1) Make a plan and
2) Start your research.

More details:

- Make a plan: start to think about what interests you in media and entertainment – TV, film, music, etc. Do some LinkedIn searching to find MBA roles at companies you're interested in. A good goal entering school is to be able to say, "I'm interested in __ part(s) of the M&E industry for xyz reasons and some potential roles/problems I'd like to work in/on are xyz". The last part is optional, but generally it is a good idea to have an understanding of what is out there so you can tailor your prep efforts more in the fall.
- Research: start regularly reading key trades (THR, Deadline, Variety). Understand what the current key issues/hot topics are, learn acronyms and concepts (e.g., if you're interested in tv/film, you should probably know what SVOD/AVOD/TVOD mean), and generally be aware of what's happening in the industry.

Advice continued on the following page

Recruiting for Media

Written by Yael Rein, Co-President Media Management Association

Timeline of recruiting:

- September/October: continue research from pre-MBA, ramping up a bit. Start to form opinions on key topics (e.g., how might a studio think about using AI? What are the advantages/disadvantages of a weekly release vs all at once release strategy for a new show?); identify a few companies you think you might be interested in applying to; find some alums you would be interested in talking to.
- October/November: start LinkedIn reach outs, making sure you're purposeful about them (i.e., don't just ask someone to talk to talk; have a reason for reaching out to them, such as interest in their role/company); begin interview prep; continue finding companies you're interested in.
- December: prep for career treks if attending; otherwise continue interview prep. Make Google alerts for companies you're interested in and set up pre-defined LinkedIn searches for internships; Maybe touch base with some of the contacts you made from LinkedIn reach outs to see if they have any insight into potential internships.
- January-April: Key recruiting time. Don't rely on job postings on COIN – look for roles outside of just Columbia. Reach back out to contacts you established in the fall and keep people updated on your interview progress (both your peers/M&E club and your linkedin network)
- April/May-on: if you haven't found an internship yet, start thinking about expanding your search beyond M&E; reach out to career center/club for help if needed

Key CMC/Faculty Contacts:

- Mike De Lucia, CMC
- Jennifer Merchant

Key Things to Know:

- Networking
- Industry trends, across different subsectors within Media
- Case Prep (Certain Media Companies ask Case Related Questions)

Recommended Clubs to Join:

- Tech Club
- Management Consulting Association
- Marketing Club

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Recruiting for Marketing

Written by Rebecca Martelotti, Co-President Marketing Association of Columbia Business School

Brief Summary: The Marketing Association of Columbia University is a warm community where students with a passion and interest in marketing can join together. The club hosts an annual conference every Fall on campus, hosting alumni from various companies. MAC provides students the tools, knowledge, and contacts of all marketing disciplines across diverse sectors in the industry, including finance, retail, tech, brand management, and others.

Key Pre-MBA To-Do's:

- Enjoy time with friends and family
- Fix your resume
- Have a list of the top companies you hope to connect with on campus
- Be true to yourself and own your career ambitions
- Be open to moving outside of your comfort zone

Timeline of Recruiting: Recruiting begins in the Fall and every year the club hosts a Mock Madness event where club members of MAC practice interview skills.

Key CMC/Faculty Contacts:

- Diana Levine

Key Things to Know:

- Community
- Education
- Connection
- Networking
- Leadership Opportunities

Recommended Clubs to Join:

- Marketing Association
- Media Association
- Technology Association

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Recruiting for Private Equity Club

Written by Jack Gorman, Danielle Schwartz PE Club Co-Presidents

Brief Summary: The Private Equity Club is one of the largest clubs at CBS and offers members many opportunities to further their interest, skills, and network in the private equity world.

Key Pre-MBA To-Do's:

- If you have substantial background in Core classes, try to exempt 1-3 courses to open up your schedule. In particular, it is important to understand Accounting and Valuations/Corporate Finance, however if you have experience in these fields (i.e. prior PE experience, Investment Banking, etc.), it will not benefit you to re-take classes in topics you already know. Plan your schedule around recruiting: i.e. if you are recruiting for Investment Banking or Consulting, its ok to not replace all exempted classes with electives. If you are planning to recruit for industries that are more concentrated in the Spring semester, you likely want to fill your schedule in the Fall so you can free up more time in the spring.
- Talk to as many people as you can about your career plans, particularly if you are still exploring. Rising second years will be most helpful, however do tap into personal networks/mentors as well. These path-finding discussions will continue to occur in the fall (CMC Advisors, EIRs, CMC Fellows), however it's helpful to front-load this pre-MBA (if you're not globe-trotting)
- If you're considering targeting PE, spend a significant amount of time researching the industry. Read the CMC material, talk to friends in PE, visit firm websites, read PE news, ask google/chat GPT questions, listen to podcasts, etc., with the goal of rooting out if the PE day-to-day is truly right for you. It is very common for students to see private equity as a shiny career path, however they haven't done the research and had the deeper level conversations necessary to fully commit to the path. Some things you should understand include:
    - Do I have a good chance of actually landing a role in Private Equity based on my previous work experience? If not, how can I boost my resume to get there (either directly out of school or going through investment banking and eventually landing there)
    - Do I actually understand the day-to-day of the job? What is Private Equity and why do I want to do it?
    - What part of Private Equity interests me the most and why? (i.e. Megafund v. Middle Market v. Growth; Generalist v. industry specific; investing roles v. value creation v. investor relations, etc.)
    - Do I understand the recruiting process for PE? Is this something I am willing to do and a risk I am willing to take?

Timeline of Recruiting:

- Megafunds (KKR, Blackstone, Apollo, etc.): October to January
- Other funds (Mid-Market, Lower MM, etc.): January to May

Key CMC/Faculty Contacts:

- Diana Levine - CMC
- Greta Larson - PE Program
- Michael Ewens, Donna Hitscherich - PE courses/curriculum

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Recruiting for Private Equity Club

Written by Jack Gorman, Danielle Schwartz PE Club Co-Presidents

Key Things to Know:

PE Club members typically fall into 3 buckets:

1. Committed to recruiting for PE internships
2. Pursuing PE adjacent work (e.g. diligence consulting, value creation, sponsors investment banking, etc.)
3. Generally interested in PE, potentially as a second or third career move after business school

For those exploring PE, we recommend landing in one of these buckets as quickly as you can. PE careers are attainable, however it requires months of focus, networking, and preparation to be positioned well when the time comes to recruit.

We also recommend taking advantage of the Club and School's offerings in the first semester. We highly recommend enrolling in the PE Club's modeling and case study training program that will occur through the first semester. We also encourage you to plan in advance and participate in the KKR case competition (this will be especially helpful if you do not have prior PE/IB experience).

CBS has a Private Equity Program (previously PE Fellows) for second years that you can apply to at the end of your first year. The PE Program aims to help qualified students navigate the process of finding a post-MBA role in private equity, and it includes alumni mentorship, preferred access to PE courses, guest speakers, education (e.g. modeling tests, interview prep), and a community of students with similar goals.

Recommended Clubs to Join:

This depends on what you believe will be your "parallel path" in recruiting. There are not really any clubs that offer relevant PE benefits, however if you are also interested in other industries or want to invest in a particular sector, it could be beneficial to join those clubs as well.

Parallel Path Club Examples: (this is not an exhaustive list)

- VC club
- IBC
- MCA
- Restructuring & Distressed
- Entrepreneurship Through Acquisition (Search Fund)

Industry Sector Club Examples: (this is not an exhaustive list)

- Tech Club
- Retail & Luxury Goods
- Healthcare

Recruiting for Private Equity Club

Written by Jack Gorman, Danielle Schwartz PE Club Co-Presidents

Lessons Learned From Jack & Danielle:

It is important to be realistic about your background, work experience, and risk tolerance when considering to recruit for Private Equity. It is often a competitive field and just-in-time process (i.e. I have 5 years of investment banking experience, started interviewing in January and got my summer internship in May). However if you have a relevant background, are willing to put in the work, and accept the risks around the process, it is likely achievable to land a PE internship. You will likely be dissuaded by CBS throughout the process from pursuing this industry, but it is important not to get discouraged and keep networking and applying for roles. Utilize the CBS network, your personal network, undergrad network, etc. Many of the megafunds come to campus or post on COIN, but check LinkedIn and other sources for opportunities as well. If you have a strong background (IB/PE experience), also reach out to recruiting firms - some of them have been getting more involved with internships, but will likely only engage with you if you have IB/PE experience. For MM and smaller firms, start lightly networking first semester and heavily networking second semester.

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Recruiting for Retail & Luxury Goods

Written by Kristina Miele, Co-President RLG '24 & Matthew Usukumah, Co-President RLG '24

Brief Summary: Since 1998, the Retail & Luxury Goods Club at Columbia Business School has been educating retail and luxury leaders via world-renowned faculty and partnerships with leading companies and brands. Club membership is open to all MBA students at Columbia Business School. Our members have diverse backgrounds and experiences both within retail and across other industries. Our goal as a club is to foster student engagement with the retail and luxury goods industry through events that connect students with other like-minded students, relevant alumni, and industry professionals. We work with companies to increase their brand awareness, facilitate networking opportunities across the industry, and enable access to MBA talent.

Key Pre-MBA To-Do's:

- Keep up to date on industry knowledge by reading WWD, BOF, and Vogue Business
- Set up a meeting with your CMC advisor to talk about timeline
- Start to think about what functions within retail & luxury you are interested in - strategy, marketing, customer experience, planning, merchandising, etc.

Timeline of Recruiting: If you are recruiting in-industry, retail & luxury company recruiting is just-in-time. Students typically spend fall semester attending on-campus info sessions, reaching out to alumni for informational coffee chats, and work on resumes and behavioral interview prep. Internship Application deadlines typically start around the new year and continue throughout the fall semester.

If you are recruiting for Retail Investment Banking, Retail Consulting, or Retail Tech, please refer to IBC and MCA for recruiting timelines.

Key CMC/Faculty Contacts:

- Tricia Baione

Recommended Clubs to Join:

- Retail & Luxury Goods Club
- **Depending on recruiting interests:**
- Investment Banking Club, Management Consulting Association, Tech Club, Beauty Club, and/or Sports Business

Lessons Learned From Kristina: The retail & luxury industries are super relationship-based. Don't be afraid to reach out to CBS alumni in the retail and luxury space for informational coffee chats to learn more about their role and how they got there post-CBS.

Lessons Learned From Matt: Given that the recruiting timeline is just-in-time, don't hesitate to reach out to second years who secured internships you are interested in for more information and advice. Additionally, it is best to cast a wide net in the retail & luxury industry to gain experience seeing that the recruiting is much less structured and opportunities for MBA's are a bit more limited than other industries.

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Recruiting for Sports Business

Written by Matthew Goyder & Jacob Pardo, Co-Presidents SB

Brief Summary: The Sports Business Association looks to bring together students with a passion for sports and provide opportunities to those interested in pursuing sports as a career path.

Key Pre-MBA To-Do's:

- It is never too early to begin networking, the sports landscape is relatively small and extremely competitive. Most summer opportunities will arise through personal relationships rather than through a formalized application process.
- Browse LinkedIn for CBS alumni in the industry and start making those connections
- Practice your personal pitch—research various industry functions (e.g. Finance, Marketing, Strategy) to figure out where you might be able to help an organization

Timeline of Recruiting:

- Recruiting for sports is very enterprise-driven, you are largely on your own with limited formal processes or on-campus opportunities compared to other industries
- The major professional leagues all run formal internship processes, and most positions are filled between January and March. Applications may close 1-2 months prior.

Key CMC/Faculty Contacts:

- Mike De Lucia
- Jon Hicks

Recommended Clubs to Join:

- Sports Business Association!
- Media Management Association

Lessons Learned From Matthew:

Be prepared for a unique recruiting journey and if your focus is solely on sports, you will need to be resourceful and patient. Don't be afraid to reach out to second years as they have gone through what you are going through and frankly will likely be more help than the CMC!

Lessons Learned From Jacob:

If you're passionate about working in sports, show it! Take your preparation extremely seriously. Loving sports is not enough to get the internship offer—every applicant loves sports. Find a way to communicate a passion for a specific function within the industry. It may be cliché, but in sports, there is no such thing as too much networking. It can be difficult to find time for recruiting as you start your CBS journey, but try to set weekly goals to make sure you are connecting with people in the industry. It will pay off in the long run!

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Recruiting for Social Enterprise

Written by Ray Lu, Co-President of Social Enterprise Club

Brief Summary: The Social Enterprise Club is the center of all things impact-focused at the business school. Working closely with the Tamer Center for Social Enterprise, we provide opportunities for students to engage in social entrepreneurship, impact investing, nonprofits, and more.

Key Pre-MBA To-Do's: Explore opportunities for building impact into your career, figure out area or industry niche, reach out to students or CBS alumni to network, participate in Tamer Center programming.

Timeline of Recruiting: Career-wise, most opportunities are in the spring with some fellowship applications earlier. Applications for Tamer and social impact-focused programming happens throughout the fall.

Key CMC/Faculty Contacts:

- Ivy Hastengate
- Michael De Luca

Key Things to Know: There are several clubs under the Social Enterprise Club umbrella (e.g. Microlumbia, Pangea, Green Business Club, etc.) that serve different impact areas and verticals. CBS also offers a range of classes focused on social impact ranging from climate to impact investing to experiential courses.

Recommended Clubs to Join:

- Social Enterprise Club
- Microlumbia
- Pangea
- Green Business Club

Lessons Learned From Ray: Don't hesitate to reach out to second-year students and alumni, join clubs early and figure out which focus areas resonate most with you, everything under the Social Enterprise umbrella at CBS is worth participating in!

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Recruiting for Sustainability

Written by Claudia Richardson & Chris Scanzoni, Green Business Club

Brief Summary: The Green Business Club is a community focused on all things sustainability at CBS. We aim to be a place where students can meet others passionate about the cross section between sustainable development and business, receive guidance around recruiting for green business paths, and become involved in green-focused social and educational events.

Key Pre-MBA To-Do's: Green business covers a broad range of career paths - if you are interested in recruiting in this space, our recommendation would be to come to CBS with an idea of the specific area(s) you are interested in so that you can be focused in your search. If you do not know already, do not worry! The club will guide members through a series of career education and networking sessions that allow students to discover the areas within sustainability of highest interest to them.

Timeline of Recruiting:

- Traditional (consulting, finance, general management etc): Fall term
- Non-traditional (start-ups, investment management, venture capital, etc): Spring term

Key CMC/Faculty Contacts:

- CMC: Laurie Boockvar
- Tamer Center: Ivy Hasengate

Key Things to Know:

- 9/15: Green Business Club Careers Kick Off Event

Recommended Clubs to Join:

- Green Business Club
- Power, Energy & Infrastructure
- Social Enterprise Club
- Pangea

Lessons Learned From Claudia:

- Green business is incredibly broad, so it's worth spending some time early on just exploring all of the industry and job function possibilities that exist out there, because you never know what might appeal to you
- Similarly, it's important to reflect on your unique skillset and strengths and to have an idea of what types of roles you might be a strong candidate for
- Leverage the knowledge and experience of your second-years - they have been through this process and will certainly have useful insights
- Find out what resources people are looking at and reading so you can stay informed - things like the CTVC newsletter, NY Climate Tech newsletter, different job boards, etc.
- Even if you're not recruiting for banking/consulting roles, there are some early deadlines that you should stay on top of - applications for Three Cairns Fellowship are due in early October, applications for some summer internship / fellowship roles can be due as early as December / January
- If you're not doing on campus recruiting, try to leverage your network and the CBS alumni network as much as possible for summer internship opportunities
- Find peers who are interested / passionate about the same green business topics as you - the journey is always more enjoyable with friends and mutual support

Lessons Learned From Chris:

- Branding yourself is incredibly important, especially if you're in a more traditional industry: being known as "the sustainability person" is how you get referred to jobs or projects in this space

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Recruiting for Tech

Written by Trina Leung & Robert Lesser, Co-Presidents of the Tech Club

Brief Summary: https://www.cbstechclub.org/
The Columbia Business School Technology Club aims to equip the next generation of MBA students with the skillset and network needed for a successful career in tech.

Our goal is to bring structure to the tech recruiting process by 1) enabling students to unpack what it means to work in 'tech' and learn about its different flavors, 2) providing the educational resources needed to navigate the internship and full-time recruiting process, and 3) connecting alumni, faculty, and current students with each other in order to build a cohesive tech community.

Key Pre-MBA To-Do's:
Get to know the technology industry as best you can before school starts! Below are some suggested blogs, podcasts, and reading to get things going:

- **Blogs:**
  - Stratechery — newsletter on business, strategy, and impact of technology
  - TechCrunch — the latest on startups
  - Lenny's Newsletter — Popular newsletter focused on the PM role and product more generally
- **Podcasts**
  - Exponent (Stratechery)
  - Decoder (The Verge)
  - Land of the Giants (Vox)
  - Kara Swisher (NYT) — Sway (since ended), On with Kara Swisher, etc.
- **Other:**
  - LinkedIn Product Management Learning Series
  - Ars Technica — trends in the tech industry, new product launches, latest AI/ML news, etc.

Timeline of Recruiting:

1. August: Start your resume
2. September: Join the Tech Club! Finish refining your resume. Network with alumni and industry professionals. Sign up for Exponent (interview prep website) for free via Canvas https://www.tryexponent.com/home
3. October: Start interview prep. Attend interview prep workshops, start practicing with 2Ys and peers. Internship resume drops generally begin now. Continue networking.
4. November: Continue resume drops and interview prep. Continue casing and mock behavioral interviews with peers. Continue resume drops and networking.
5. December: Applications continue. Early interviews may start. If desired, start searching and applying for in-semester internships.
6. January: Applications continue. Interviews for summer (and in-semester) internships start in earnest.
7. February: Interviews & interview prep. Applications continue.
8. March: Interviews & interview prep. Applications continue.
9. April: Interviews & interview prep. Applications continue.

Advice continued on the following 2 pages

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Recruiting for Tech

Written by Trina Leung & Robert Lesser, Co-Presidents of the Tech Club

Key CMC/Faculty Contacts:

- Irene Papajohn, CMC Advisor – ip2416@gsb.columbia.edu
- Chris LaSala, professor
- Dan Wang, professor
- David Guetta, professor
- Paul Canetti, professor
- Any of the CMC Coaches (and Fellows) on COIN are fantastic!

Key Things to Know:

The Tech Club will support your tech recruiting journey with a variety of resources:

- Tech Job Board (internship and full time job postings)
- Interview question bank
- Mentorship pods
- 2Y mock casing appointments
- Interview workshops (behavioral, product casing, strategy casing)
- Industry professional speaker panels
- Alumni networking dinners
- Alumni speaker panels
- Alumni happy hours
- Tech Club happy hours
- 1Y + 2Y Dinner pods
- Semester kick off socials
- ...and more!

Recommended Clubs to Join:

- Tech Club
- AI + ML Club
- Columbia Innovation and Design Club
- E-Sports & Gaming Club
- FinTech Club
- VC Club
- Alleycon

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Recruiting for Tech

Written by Trina Leung & Robert Lesser, Co-Presidents of the Tech Club

Lessons Learned From Trina:

- Focus on what you can control! Network as much as possible, drop your resume to a wide variety of companies, and most importantly, interview prep as early as possible. You want to be fully prepared when that interview invite comes.
- Refine your resume as soon as you get on campus — it's a really busy and chaotic time, but the earlier you start working with the CMC Fellows, Tech Club mentors, and your peers to hone your application, the better.
- Apply broadly, even to tech roles at non-tech companies. There are a ton of great opportunities out there at companies in finance, retail, consumer goods, etc. that don't get as much attention.
- Consider accomplishing one career pivot at a time, especially if you are new to the job function and to the technology industry. For example, if you are targeting product management at a tech company but worked in consulting before business school, you might consider taking a strategy summer internship at a tech company to get your foot into the industry first. Then, for full time, you can make the second pivot from strategy into product management.

Lessons Learned From Robert:

- Read up on the tech industry, follow current happenings in emerging technologies and companies, find the niches that are of most interest to you, and the companies within those niches. This will make you better informed about the landscape of the tech industry, and help you show a deeper understanding and interest during the interview process. Tech companies often care that you care about their technology area!
- In-semester internships can be a good avenue to gain experience and discover whether certain roles or company types are a good fit. These can potentially serve as backup options for the summer if needed. Winter/Spring semester can be an ideal time for these, as you're out of the Core.
- If early-stage companies are of interest, those often require networking and connection-finding at a level beyond large companies. Many of these companies will not have considered summer internships until approached about it, but may be open to the possibility if your skills and interests align. For VC-funded companies, directly after a funding round is closed is often when they will hire for full time and summer.
- For those interested in technical PM roles, it is valuable to gain light experience in the basics of programming, and other technologies common at these firms and in these roles. Whether learned through Python for MBAs, Tech Club resources or many online sites, Python, SQL or other technical knowledge can be useful during interviews and during the internship.

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Recruiting for Venture Capital

Written by Maeve Morris, ExBo VP of Careers, & Jill Damaris, Co-president, VC Club

Brief Summary: VC recruiting is considered "just-in-time" recruiting, which means firms will be looking for interns 4-8 weeks before they would like them to start

Key Pre-MBA To-Do's:

- Set up an intro meeting with a CMC advisor
- Update your resume
- Start to think about what areas of VC interest you the most - are you interested in early or late stage investing? Are you interested in a specific industry?
- Once you have access, familiarize yourself with Pitchbook and other VC resources
- Learn more about the Venture Fellows program and identify if it's the right fit for you

Timeline of Recruiting:

- **There is no clear timeline for VC recruiting like there is for consulting or banking, however, there are still plenty of opportunities for you to prepare**
- **During first semester -** engage as much as possible with 2nd year students who are interested in VC - learn about the firms they have worked at, their interests, and how they successfully navigated VC recruiting
- **During winter break -** select an investment thesis topic and start to develop your thesis; lean on VC club resources to help you navigate how to develop a thoughtful thesis; start building a list of firms of interest where your thesis is applicable
- **Early spring -** start reaching out to your target list of VC firms to learn more about their funds and socialize your thesis. This is a great time to think about an in-semester internship with a VC firm or a startup in your thesis area
- **Late Spring -** Take a deep breath and start seriously recruiting; reach out to the connections you have made this year and focus on what you bring to the table for this fund - they want interns who will make an immediate impact; Talk to everyone you can and apply for any open roles that are of interest to you

Key CMC/Faculty Contacts:

- **CMC -** Irene Papajohn
- **Faculty -** Angela Lee, Bruce Usher

Key Things to Know:

- Recruiting for VC can be nerve wracking, especially during the winter when it feels like the majority of your classmates are getting internships right and left. Trust the process, prepare yourself and lean on your classmates during this time!

Recommended Clubs to Join:

- Columbia Venture Capital
- Any clubs that are associated with your area of interest (RLG, Tech Club, Healthcare etc)
- Consider applying for Columbia Venture Fellows

Please note, this survival guide has been written by students for students.
This is not an official CBS document

APPENDIX 3: ADDITIONAL CLUBS

Adam Smith Society

Written by Dean Lo Seen Chong, Co-President of the Adam Smith Society

Class 2025,

Welcome to CBS!

What is the Adam Smith Society?

Our goal is to promote the exploration of the intersection of economics and government in society in the CBS community. Example questions/topics: Can water distribution be privatized? What is the role of government and the private sector in the climate change debate?

What do we organize?

1. Social: casual setting where members can come have a conversation, with beers on the house (maybe there is a free lunch after all?)
2. Talks: We bring speakers to come speak about a variety of topics. For example:
   a. Glenn Hubbard about economic policy
   b. Chairman of Business France and VP of Apple Europe to talk about the future of tech and "Clean Tech"

Can anyone join?

Everyone is welcome at the Adam Smith Society! Indeed, we encourage people with unique perspective to come and offer their viewpoints. Co-president have notoriously had diverging takes on many topics!

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This is not an official CBS document

Basketball Club

Written by Jacob Mckay, Nathan Garlock, Hadrien Markabi

Welcome to the CBS basketball club!

Dear class 2025,

We are excited to welcome you to CBS and are looking forward to meeting you on campus soon. If you're looking for a way to play pick-up regularly, meet other students at the business school and compete in Columbia intramurals and against other business schools; look no further.

Regardless of your skill level, experience, gender, or background, you are welcome to join and play. The club will meet weekly at the Dodge center on Columbia Morningside campus or at other courts to play.

The calendar will also be marked by iconic annual events like the CBS v NYU Stern game at the Barclays Center in the fall or the Harvard Business School's annual MBA basketball tournament in February!

Looking forward to seeing you on the court.
Jacob Mckay, Nathan Garlock, Hadrien Markabi

CBS winning teams in last year's tournament games against NYU Stern

Follies

Written by M.A. Miller and Palak Bajaj, Co-Presidents

The OG business school Follies is so pleased to offer our congratulations and to welcome you to Columbia Business School! We are so psyched to have you join our community. Your time is in high demand as an MBA, between core, recruiting, and building new friendships. The MBA experience can be intense, so Follies aims to bring levity and fun to its members, hopefully you!

Follies offers an unparalleled opportunity for creative expression on the backdrop of your MBA. By joining Follies, you have the opportunity to write jokes, skits, songs, sing, act, direct and edit videos, show off your instrumental skills and dance moves, support direction of a live theater show, and so much more.

We offer our programming aligned with the following values.

- Effort > Talent: (0 TALENT REQUIRED) you get out of Follies what you put into it
- Respect, Inclusivity, and Support: we invite and respect the vulnerability required to joke, sing, and dance in front of your classmates, you feel?
- Having fun: being able to make light of yourself and the silly MBA experience (because it really is ridiculous)

There are three "arms" to Follies, any and all of which you can participate in by joining:

- Follies: produces comedic content lampooning the MBA experience
- Juranimal: CBS's very own cover band!! Plays at shows throughout the semester, and performs live at the Follies Live Show
- Follies Dance: choreographs dances, videos, and performs live at the Follies Live Show

Follies' activities are a creative workstream that culminates in a live show at the end of the semester attended by our classmates, friends, and even families (if you want them to see what you're up to, that is)! Below is a very brief description of what that workstream entails, as well as some of the 0% work pure fun stuff we do together. Juranimal and Follies Dance-specific events are organized independently and do not conflict with the below.

- Weekly Monday meeting at 9:15 PM: develop funny content, rehearse for live show
- 2 song recording weekends and 2 filming weekends to bring your jokes to life
- Folloween, Karaoke Social, and other cast party events!
- Live Show Day + After Party (the most fun night of the semester)

Like all clubs Follies has a board, and we would love to have your class join our board as AVPs of: Direction, Events, Finance, Marketing, Live Show, Closet/Ops/Head Green Person.
Remember: the key to Follies is to show up! You can sign up for as much as you would like to be involved in, and those that choose to spend more time with us can find themselves pulled into directing, costuming, acting, and even starring roles.

Come be funny (or not) and find your sub-community within CBS with us!
Yours,
MamBa (M.A. Miller and Palak Bajaj), Follies Co-Presidents

Football Club

Written by Pablo Abuauad, Co-president of the Football Club

Dear class 2025,

We are thrilled to extend our warmest greetings and a hearty welcome to the Football Club at Columbia Business School! As you begin this exciting new chapter of your academic journey, we are here to make your MBA experience even more memorable.

At our Football Club, we embrace diversity and believe that football is for everyone. Regardless of your skill level, experience, gender, or background, you are wholeheartedly welcome. Our inclusive practices coed sessions are held three times a week, offering an opportunity for players of all genders to come together, learn, and grow as a united team. Additionally, we hold dedicated women-only practices once a week to foster a supportive and empowering environment for our fantastic women athletes.

But our journey doesn't stop at practice. We firmly believe in the power of community, and that's why we extend a warm invitation to significant others (SOs) to join our football club as well. Throughout the academic year, our Football Club hosts a thrilling lineup of tournaments that ignite the spirit of competition, showcase your talents, and strengthen the bonds between teammates.

Be prepared to celebrate, one of the most iconic events is the legendary Football Party - an event filled with joy, laughter, and team spirit that unites us all. We also celebrate Watch-Parties, to commemorate important matches during the year, such as UEFA Champions League Final. Additionally, to honor our club's rich history, we organize matches against our esteemed alumni. These games are not just a testament to our past but also a celebration of the strong bonds forged through the Football Club that transcend generations.

As we embark on this journey together, we urge each and every one of you to embrace our core values of community, inclusivity, and commitment.

Welcome to the Football Club!

Best regards,
Pablo Abuauad, Marcelo Cibie and Tom Bryant
Co-Presidents of the Football Club

Volleyball Club

Written by Giz Belkaya & James Barone, Co-presidents of the Volleyball Club

Dear Class of 2025,

We are so excited to welcome you all to CBS, and we are looking forward to meeting you on campus soon!

If you are looking for a way to play indoor or outdoor volleyball, socialize with other students at the business school, and compete in Columbia intramural leagues as well as in tournaments against other business schools, look no further.

Regardless of your skill level, experience, gender, or background, you are welcome to join and play. The club typically meets weekly at the Dodge Physical Fitness Center on Columbia's Morningisde campus for league play or at Pier 25 for some beach volleyball if the weather permits. There is also the opportunity to go to Duke's (Fuqua's) annual volleyball business school tournament in April!

The team holds a few mixers each year, usually after league games, so mark your calendars for that as well.

Looking forward to seeing you all on the court,

Giz Belkaya & James Barone
Volleyball Club Co-Presidents

CBS team after winning the Columbia University Spring Intramural Championship