



Andrea Cioffi

Binghamton University, Class of 2014
VP of Member Relations, 2013-2014

What degrees did you earn at Binghamton?

A B.S. in Accounting with a concentration in Leadership & Consulting and a Minor in Education.

Where are you working right now? How did you choose your career path after graduation?

After graduation, I started working as an Analyst on the Executive Pay & Design team in Human Resources at Morgan Stanley. Since learning about organizational behavior in my AP Psych class in high school and then again during J-Core at Binghamton, I have had an interest in working in Human Resources. I have also always been motivated by numbers, problem solving, and analysis. Human Resources in the Financial Services industry seemed like a perfect balance of both.

What projects are you currently involved with?

As an Analyst on the Executive Pay & Design team in Human Resources at Morgan Stanley, my team serves as a strategic partner to senior executives in the Compensation space both in HR and throughout the firm (for example, Company Management, Legal, and Finance). Specifically, we are responsible for analyzing market data and publicly-disclosed information, maintaining a working knowledge of the regulatory environment, preparing meeting materials for the Board of Directors, and communicating and implementing firm-wide compensation structures. Overall, I love my job! My team specifically is extremely dynamic and we have the opportunity to work "in the gray" every day – we push

forward decisions that do not necessarily have a clear, black and white answer.

Just recently, I rotated into the HR Coverage for Investment Management team, where I am sure I will have just as exciting an experience. The culture at the firm is magnetic and everybody there wants to help one another succeed.

What community service opportunities does your firm provide?

Morgan Stanley has "Global Volunteer Month" every June, where all employees are encouraged to partake in community service projects. In this past June, I helped to build a playground at a charter school in Newark, NJ.



Andrea and fellow Morgan Stanley employees volunteering at the playground build in Newark.

Separately, during the spring, my analyst class was challenged by the Global Head of HR to raise \$15,000 for two charities: Safe Horizon and the Foundation for Education in Honduras (FEIH). We organized both internal and external fundraisers to reach our goal -- one of the biggest fundraisers that I was involved in for FEIH was a cocktail event marketed to professionals around NYC that included live entertainment and a silent auction. One of the biggest fundraisers for Safe Horizon that I headed was an online video campaign that challenged people to give up their \$3 in coffee money for 3 months and donate that back to the Streetwork Project, a program aimed at helping homeless youth in NYC.

After raising this money, I found myself very inspired by the missions of these two organizations. In regards to Safe Horizon specifically, I have stayed connected to the organization through Morgan Stanley. I had the opportunity to take a tour of one of the Streetwork Project centers and volunteered my time to put together outreach packets. Additionally, I am leading the relationship with an organization called MedWorks to get repurposed medical supplies donated to these centers. I also plan to volunteer my time around the holidays to help serve meals at the centers. It is extremely rewarding to see a fundraising event through from the planning stages to execution, and see the tangible difference that the money raised is making.

What about your job motivates you?

First, the people – everybody that I work with is extremely smart and I learn something new every day. All of my coworkers are very supportive, helpful and always willing to answer questions. Everyone is personable and friendly, allowing for more meaningful relationships to form.

Second, the fact that I never know what I am going to be walking into – while we do have processes and cycles that we run that are expected, much of what we do is affected by the market and the industry. Something could happen that affects the entire financial services industry, and that changes what our focus is going to be that day.

Third, the impact and influence – understanding the broader impact of the things that I work on day-to-day allows me to realize the difference we are making in the entire firm. Knowing that the work I'm doing matters is extremely motivating.

“The lessons I learned while fundraising for Scholars have proven to be extremely helpful post-grad as well.”

What are some obstacles that you have had to overcome during your career?

One of the most challenging obstacles that I have had to overcome in my career is realizing that it is okay to not understand something. When I first started working full-time, the learning curve was steep – not only was I adjusting to a full-time job, but I was also trying to retain a ton of knowledge that I needed to be successful at it. It can



Andrea and some of her analyst team at a fundraising event for FEIH.

be intimidating to be asked to do something that you don't necessarily know how to do, but I've learned that it is important to remain calm and confident in this type of situation, and then be strategic with your problem-solving and question-asking in order to eventually understand it.

What do you consider to be your most important accomplishments post graduation?

While I feel very accomplished with the fact that I love my job, I think my MOST important accomplishment has been staying involved with philanthropy. The lessons I learned while fundraising for Scholars have proven to be extremely helpful post-grad as well.



Claire Shannon, Lauren Leong, and Andrea at PwC Scholars Community Service Day in April 2014.

What are some of your hobbies and interests?

- Yoga
- Travel
- Baking
- Volleyball
- Photography
- Philanthropy
- The Mets!

Do you have any final advice for current Scholars and/or new professionals?

My advice to both current students and new professionals is to be ambitious. Take initiative, ask questions, stretch yourself, have an open mind, step outside your comfort zone – do everything you can to continue to grow and you'll be impressed with where you land. ■

Note: If you are a current Scholar interested in setting up a networking session with Andrea, please contact VPMR Hannah Hersch at hhersch1@binghamton.edu.