

FLORIDA STATE UNIVERSITY
CAREER CENTER

2018-2019

ACADEMIC YEAR

ANNUAL REPORT



Albert and Judith Dunlap
Student Success Center
700 South Woodward



FLORIDA STATE UNIVERSITY
DIVISION OF STUDENT AFFAIRS

THE CAREER CENTER

DIRECTOR'S PERSPECTIVE

A Year in Review



The 2018-2019 Academic Year was a memorable year for achievements at Florida State University and The Career Center. Florida State University jumped eight spots in the *U.S. News & World Report* rankings to become the 18th public university in the nation. Florida State University additionally posted the best four-year graduation rate in Florida, became the only institution with a stand-alone college of entrepreneurship and set records for research funding. Already a national leader in student success, Florida State also adopted an Experiential Learning requirement for all students. This new requirement ensures students at Florida State will engage in an experience that will enrich their learning and prepare them to meet the demands of both a career and/or attending graduate school.

The Career Center, through innovative programs and exemplary career services, continued to play a significant role in supporting university-wide initiatives, achieving national recognition and positively influencing the success of our students. The launch of ProfessoNole Ready, an innovative online professional development series that helps students master the career-ready skills employers seek in applicants, is just one of the many Career Center initiatives that marked last year as key in adding career programs to help the University impact student success. ProfessoNole Ready features interactive activities, informative videos and module quizzes that help students develop career action plans, hone their skills and engage with Career Center resources, services and programs. The

program, which is based in Canvas and available 24/7, is open to all FSU students. Additionally, the series is available for FSU faculty to integrate into their courses. Successful completion of ProfessoNole Ready provides students with a badge reflecting their skills in critical thinking, oral and written communication, teamwork, information technology application, leadership, professionalism and career management skills. Additional micro-credentialing, created alongside with our academic and employer partners, allows FSU students to engage in competency development that highlights learned skills to make students competitive in 21st Century careers.

Just like Florida State University, The Career Center is recognized as a model for student success and received three prestigious awards during the 2018-2019 Academic Year. The Career Center was awarded the Exemplary Career Center Award in the area of Education, Government and Business for exemplifying excellence in career development by the National Career Development Association at the 2018 NCDA Global Conference. Also, FSUshadow, one of The Career Center's flagship programs, was selected as the Program of Distinction by Student Affairs Administrators in Higher Education (NASPA) Florida, and as a finalist for the Career Service Excellence Award from the National Association of Colleges and Employers (NACE). FSUshadow connects students with employers, community partners, alumni, and friends of the university for one-day job shadowing opportunities to provide exposure to career fields and industries.

Florida State's new experiential learning requirement created a new challenge for the University. The Experiential Learning requirement is already supported by Career Center programs and services like InternFSU, where 100 on-campus paid experiential learning opportunities are offered for currently enrolled full-time, undergraduate students, and SDS 3802 Experiential Learning, a 0-hour credit course that recognizes a student's experiential learning opportunities on their transcript. The Career Center realized it was not enough to bridge the gap between classroom learning and practical application without making it our mission that these formative experiences were accessible to all Florida State students regardless of their financial ability. To help ensure access to career opportunities and experiential learning opportunities, The Career Center launched the Internship Fund to provide financial support to our students who may otherwise decline an internship due to financial barriers (costs associated with travel, lost part-time job wages, housing, professional wardrobe, etc.). Since the Internship Fund was established, more than \$23,000 has been awarded to students to support these formative opportunities.

Employers from the national, state and local levels continued to source their talent from Florida State students for internships, part-time and full-time positions with notable new employers including Chevron, Amazon, Google, PepsiCo, Aldi, EY, Enterprise, Northrup Grumman and partnerships with The Greater Tallahassee Chamber of Commerce, CareerSource, Office of Economic Vitality, and Domi Station.

The Career Center continued to be a leader in our profession. Contributions to our field in 2018-2019 included the publications of the Sixth Edition of the career planning textbook, *Career Development & Planning: A Comprehensive Approach*, publication of numerous scholarly articles and presentations at national, regional and state conferences. In addition to these contributions, The Career Center also hosted international and national visitors from the Philippines, West Indies, U.S. State Department, Career Services leaders from the University Network Benchmark Group, Florida Board of Governors and numerous other visitors. In addition to our contributions outside of the University, Florida State students know that The Career Center is their premiere resource for designing their careers. For the sixth consecutive year, The Career Center was the No. 1 way Florida State students found employment after graduation, according to the Graduating Senior Survey.

As the Career Center embarks on 2019-2020, we plan to stay focused on our mission as we are confident of the positive impact we have in preparing Florida State students for career success.

Myrna P. Hoover

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VISION AND MISSION



Vision

The Florida State University Career Center strives to be the preeminent career center model for designing and delivering comprehensive, innovative, and inclusive career and employment services.

Mission

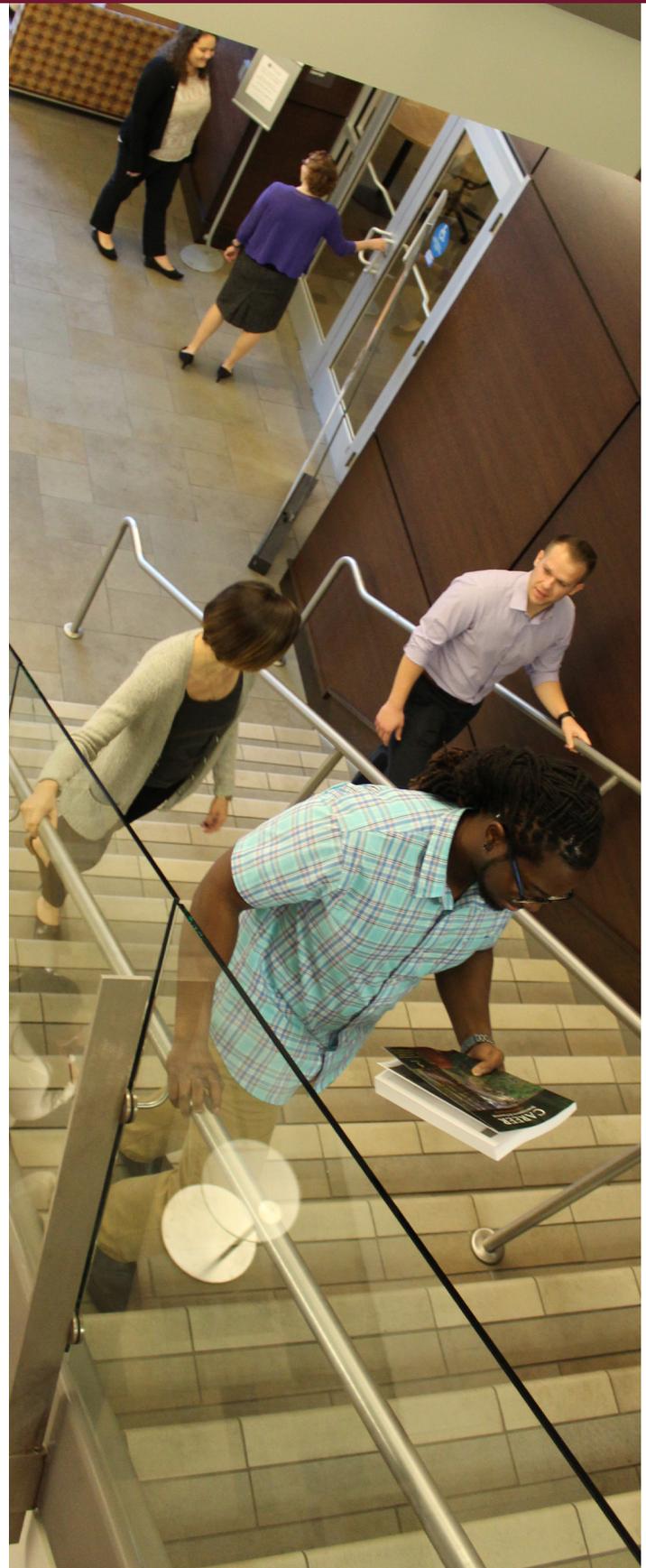
- Provide comprehensive career services
- Train career service practitioners
- Conduct life/career development research
- Disseminate information about life/career services and issues to the University community, the nation, and the world

Strategic Priorities

- SP 1.0** Promote students' career preparedness through career advising, counseling, programming, and instruction
- SP 2.0** Provide and expand experiential learning opportunities for students
- SP 3.0** Create collaboration between The Career Center, division, academic colleges, University, and community organizations to support students' career success
- SP 4.0** Increase employment, graduate and professional school opportunities for students
- SP 5.0** Provide opportunities to enhance students' employability skills and professional development
- SP 6.0** Provide accountability for career services and student outcomes
- SP 7.0** Contribute to the career development profession worldwide

EXECUTIVE SUMMARY

Career Advising/ Counseling/ Career Library	19,550 clients
Career Outreach Programs	1,246 programs; 41,699 attendees
Career Planning Class, SDS 3340	12 sections; 375 students
Cooperative Education, Internships, and Part-Time Jobs	11,796 ERP & Academic Internships; 15,845 experiential learning opportunities; 3,225 student employment positions
Mock Interviews	904 interviews conducted
Career Fairs	20 fairs; 1,515 employers; 10,458 students
On-Campus Recruiting	311 employers; 945 interview schedules; 4,286 interviews
Job Listings and Résumé Referrals	48,733 job listings advertised through the Handshake career management system
Career Portfolio	2,088 new Career Portfolios created
Garnet & Gold Scholar Society	400 inductees



Please note that our data reporting is now based on Academic Year, rather than calendar year.

CORE PROGRAMS

Please note that our data reporting is now based on Academic Year, rather than calendar year.

Career Advising, Counseling, and Career Library

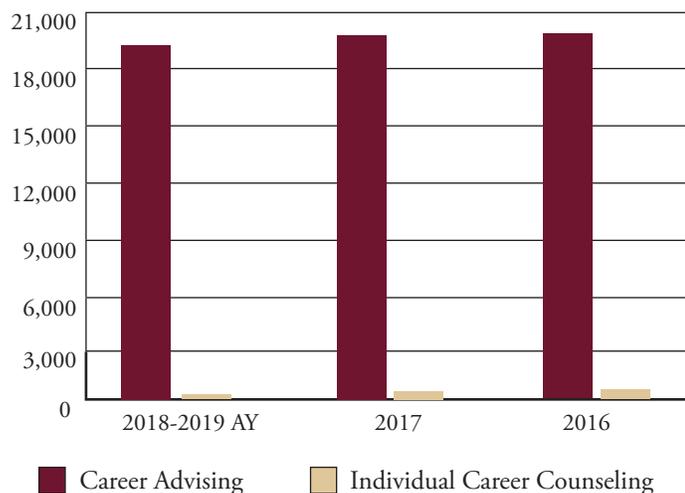
Career Advising & Counseling Contacts

Visit	Summer '18	Fall '18	Spring '19	Total
Career Advising*	2,208	7,694	7,181	17,083
Individual Career Counseling	39	175	267	481
Total	2,247	7,869	7,448	17,564

*Includes career advising in The Career Center, academic units, and by Career Center staff.



Career Advising Contacts: Three-Year Comparison



Distance Critiqued Documents

Critiqued Docs	Summer '18	Fall '18	Spring '19	Total
Résumé/CV	148	175	106	429
Cover Letter	37	44	26	107
Personal Statement	25	10	9	44
Total	210	229	141	580

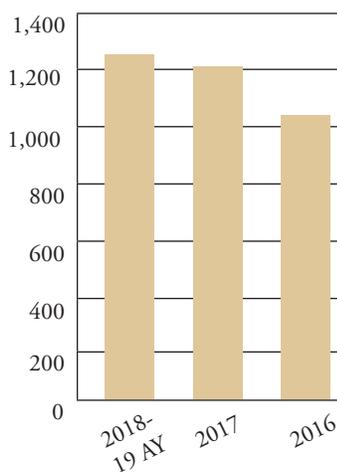
The Career Center has been increasingly involved in providing critiquing services for distance students/alumni.

Career Outreach Programs

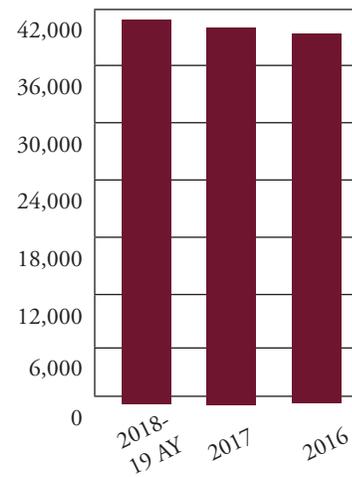


Calendar Year	Number of Programs	Attendees
2018-19 AY	1,246	41,699
2017	1,201	40,703
2016	1,048	40,393

Workshops



Attendees



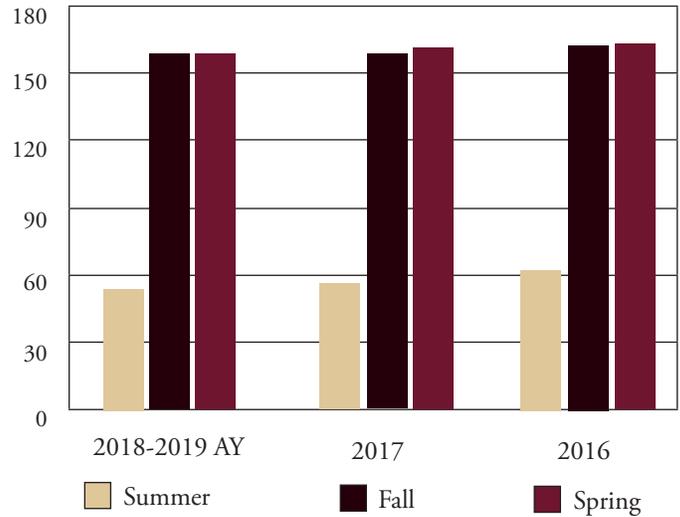
Career Center staff were invited to present an overview of Career Center services and programs to 600 students in 80 first-year English composition classes (included in the numbers above).

Career Planning Class, SDS 3340



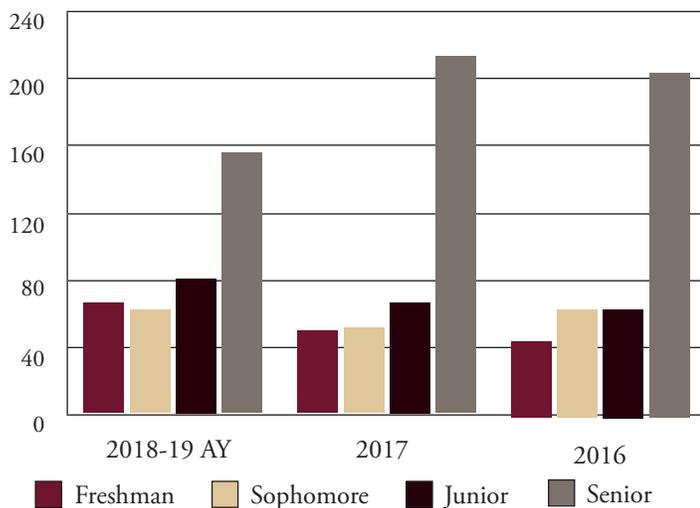
Semester Enrollments

Year	Summer	Fall	Spring	Total
2018-2019 AY	53	161	161	375
2017	57	160	163	380
2016	62	164	164	390



Class Levels

Class Level	Summer	Fall	Spring	Total	%
Freshman	4	35	31	70	18
Sophomore	4	34	29	67	18
Junior	16	32	33	81	22
Senior	28	60	68	156	42
Other	1	0	0	1	1
Semester Total	53	161	161	375	100

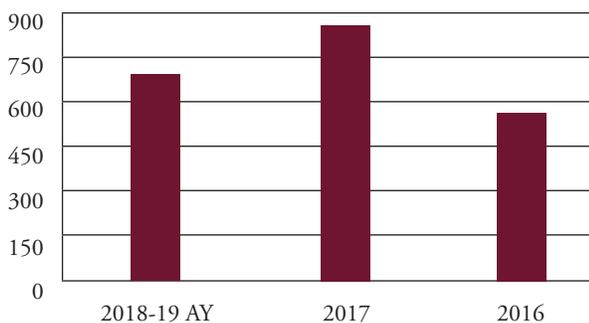


- Students completing SDS 3340, Introduction to Career Development, directly experience more than 50 career interventions. The interventions are evidence-based, theoretically derived, and selected because they support informed and thoughtful decision making.
- SDS 3340 is a variable credit course that can be taken for 1, 2, or 3 credit hours.
- Originally offered in 1972, the course continues to be enhanced and modified 47 years later. Nearly every semester, research is gathered to learn more about how the course affects decision making and other outcomes such as career readiness, goal setting, and related personal factors.

Mock Interview Program

Mock Interview Participants

Year	Summer	Fall	Spring	Total
2018-19 AY	24	258	412	694
2017	52	403	407	862
2016	27	235	307	569



Cooperative Education, Internships, and Part-Time Jobs

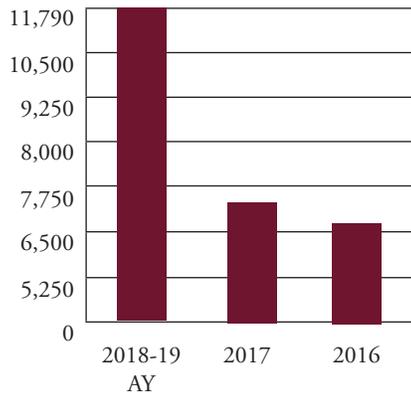
Engagement

2018-2019 AY	Summer	Fall	Spring	Total
Co-ops/Internships Self-Reported (Includes ERP, ECP)*	151	224	203	578
Academic Internships** (Students registered for academic course credit)	2,798	4,129	4,285	11,212
Experiential Learning Opportunities in Handshake (Internships, Co-ops, Volunteer, Summer Jobs, Externships, Fellowships)	2,924	5,992	6,929	15,845
Student Employment Program (SEP) Listings (Part-Time, Temporary, Seasonal Jobs, and Paid Part-Time Internships)	824	1,010	1,393	3,227
Job Shadow Participants	168	163	221	552

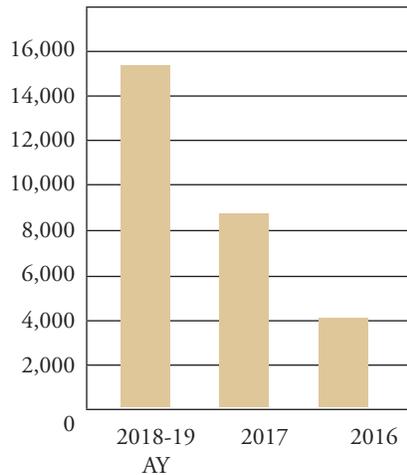
*ERP (Experience Recognition Program-transcript notation & certificate option)

**Data compiled from FSU's OMNI Business Intelligence (OBI) reflecting both required and elective academic internships.

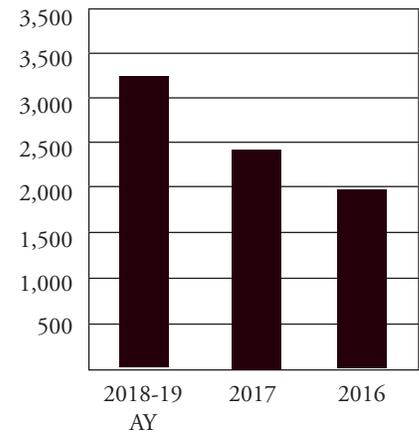
Co-op/Internships Self-Reported & Academic Internships



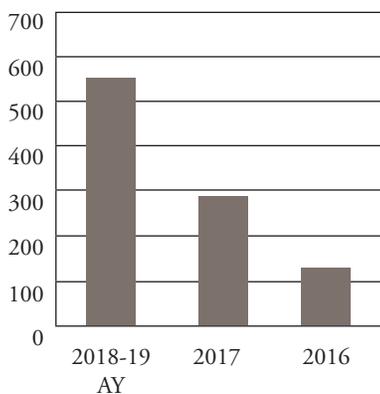
Experiential Learning Opportunities in Handshake



Student Employment Program (SEP)



Job Shadow Participants



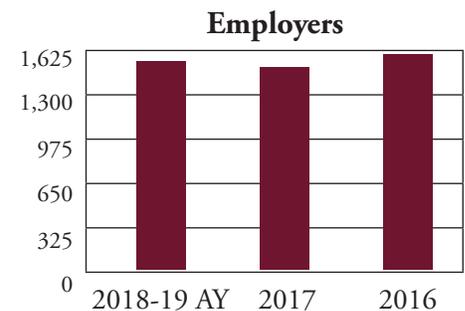
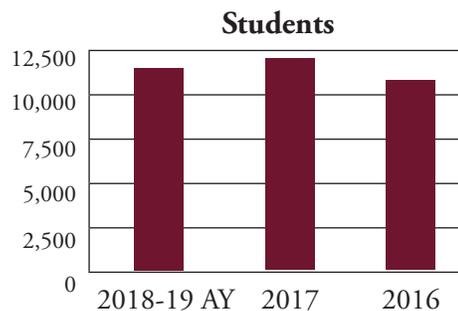


Career Fairs

Event	Students	Organizations
Statewide Job Fair (Summer '18)	13	175
Part-Time Job Fair (Fall '18)	1,221	78
STEM Career & Internship Fair (Fall '18)	1,327	119
Veterans Networking Night (Fall '18)	69	37
Seminole Futures (Fall '18)	2,284	196
Law School Fair (Fall '18)	240	77
Graduate School Fair (Fall '18)	120	75
Graduate School Fair (FSU Departments only) (Fall '18)	54	26
College of Communication & Information Career Fair (Fall '18)*	162	38
Criminology Internship Fair (Fall '18)*	101	25
Part-Time Job Fair (Spring '19)	1,202	53
STEM Career & Internship Fair (Spring '19)	790	74
Seminole Success Night (Spring '19)	97	38
Seminole Futures (Spring '19)	2,017	168
Health Professions Fair (Spring '19)	90	20
Government & Social Services Fair (Spring '19)	206	52
Fast to Futures Fair (Spring '19)	105	59
Athletics Engagement Fair (Spring '19)	90	28
Education & Library Fair (Spring '19)	37	60
CEIA Virtual Job Fair (Spring '19)	29	7
SEC-ACC Job Virtual Job Fair (Spring '19)	150	75
Hiring Our Heroes (Spring '19)*	54	35
Totals	10,458	1,515

*Partnership with Academic Units

Career Fair Attendance: Three-Year Comparison



On-Campus Recruiting

Unique Employers:
194

Employer Visits:
311

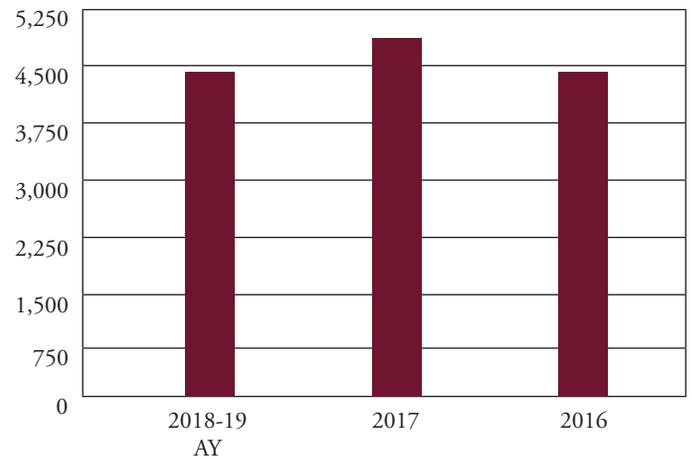
Schedules:
956

Phone/Skype Interviews:
346

Total Interviews:
4,286



On-Campus Recruiting: Student Interviews



Job Listings and Résumé Referrals

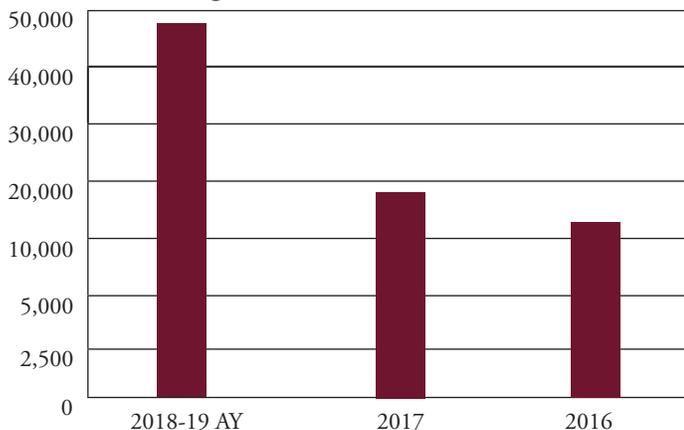
Job Listings: Handshake

Full-Time Job Postings:
31,411

Total Job Postings:
17,322

In the Summer of 2017, The Career Center transitioned from Symplicity/NACELink/Handshake to only using Handshake.

Total Job Postings*

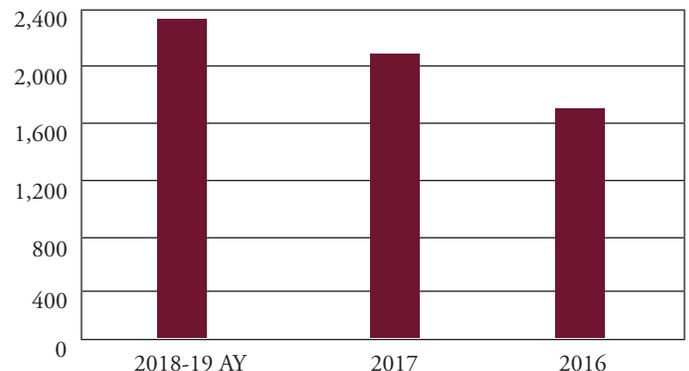


ProfessioNole Mentors

The ProfessioNole Mentors program offers students the opportunity to connect with a network of professionals throughout the community, country, and world to gain information about career fields and employment.

New Volunteers:
303

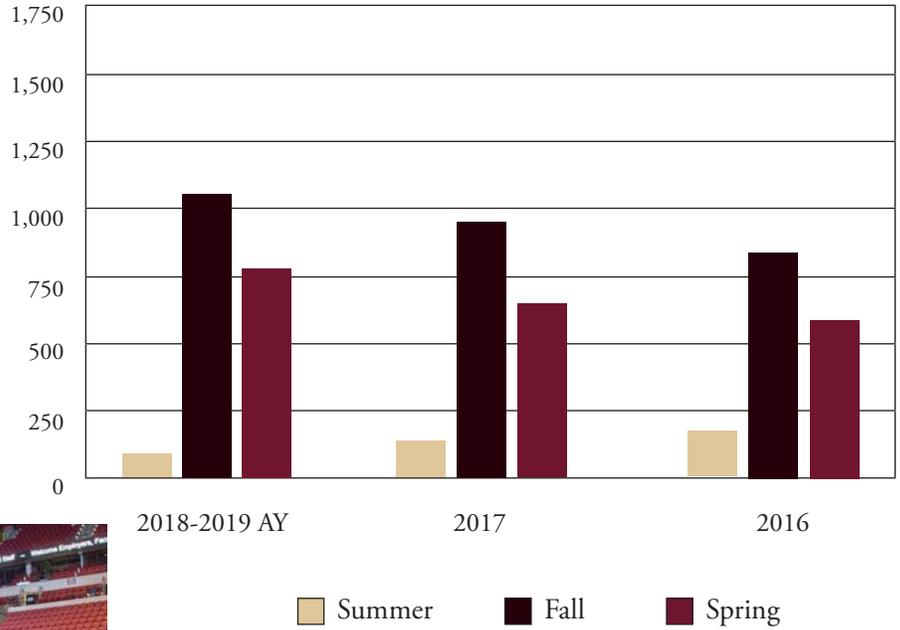
Total Active Volunteers:
2,367



Career Portfolio Program

New Career Portfolios Created

	Summer	Fall	Spring	Total
2018-19 AY	114	1,127	795	2,036
2017	166	912	677	1,755
2016	197	773	593	1,563



Career Portfolio Contest

Year	# of Submissions	% Increase/Decrease
2018-19 AY	49	-33%
2017	74	-1%
2016	75	34%
2015	56	51%
2014	37	-31%
2013	54	20%
2012	45	56%

Unique Users

Since the Career Portfolio's inception, there have been **95,732 total unique users**, and in the 2018-2019 Academic Year, there were **2,533 unique users**.

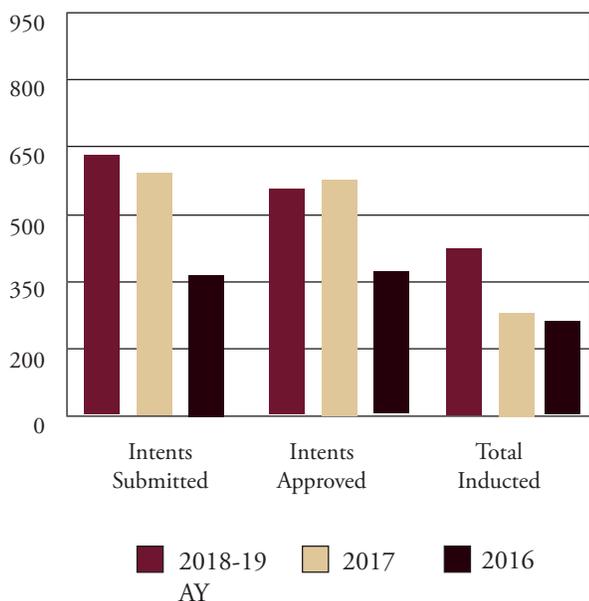


Career Portfolio winners pictured from left to right: Marquita Rusley (first place undergraduate), Bryan Keller (first place graduate), Forever Young (third place tie), Sofia Medina (third place tie), and Renata Kuba (second place)



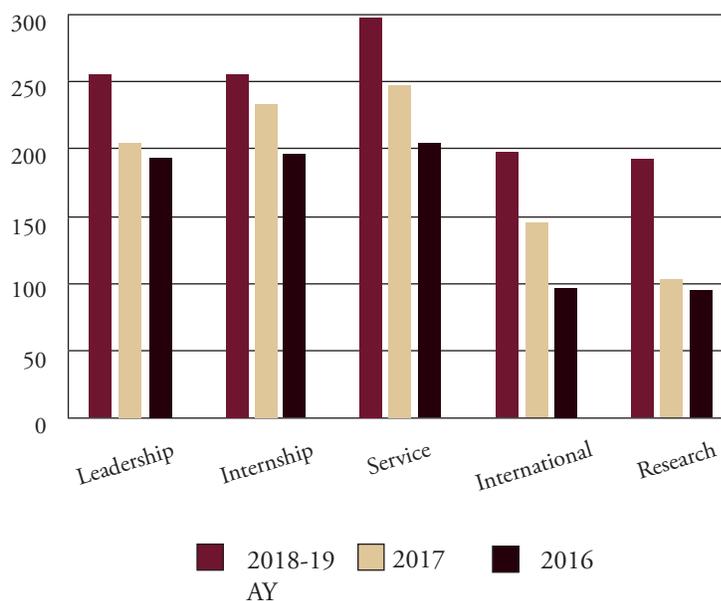
Student Engagement

	2018-19 AY	2017	2016
Intents Submitted	639	599	356
Intents Approved	563	586	352
Total Inducted	400	303	258



Completions by Engagement Area

	2018-19 AY	2017	2016
Leadership	265	204	196
Internship	263	228	194
Service	297	241	203
International	198	131	98
Research	177	105	83



Advising & Outreach

	2018-19 AY	2017	2016
Student Outreach via presentations	1,208	1,582	984
Advising**	408	2,391	1,556

**Number of student appointments counted in 2016 and 2017 included phone, email, and drop-in; numbers for the 2018-19 AY only count in person.



Marketing and Social Media Engagement

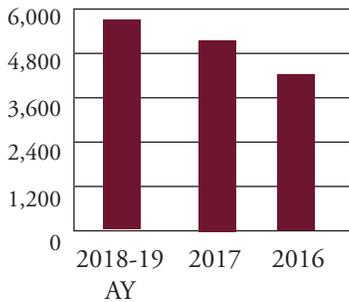
Engagement with Students and Employers

Outlets	2018-19 AY	2017	2016
Facebook (Total Likes)	5,844	5,090	4,386
Twitter (Total Follows)	3,395	2,873	2,315
Instagram (Total Follows)	2,101	1,513	1,101
LinkedIn (Group Page)	1,740	1,765	1,790
LinkedIn (Company Page)*	430	136*	N/A
Pinterest (Total Follows)	126	110	91
Career Center Website Views (Per Month)	55,357	64,393	35,409
Student Newsletters <i>Reach</i>	37 newsletters; 41,717 students	38 newsletters; 41,900 students	39 newsletters; 41,473 students

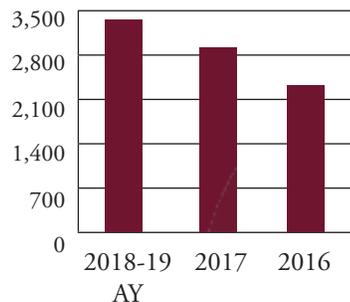


*In July 2017, The Career Center transitioned to a Company Page on LinkedIn

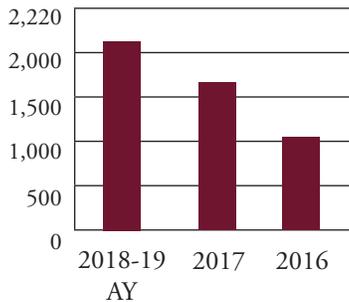
Facebook



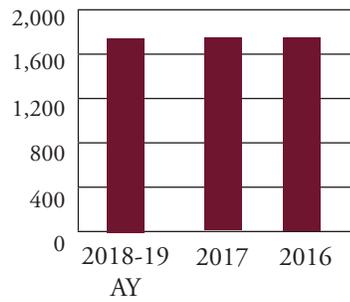
Twitter



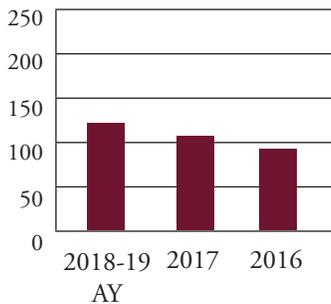
Instagram



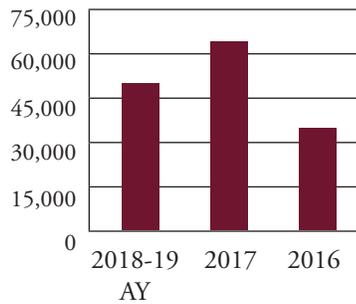
LinkedIn*



Pinterest



Website Views



GRADUATING SENIOR SURVEY

General Information for All Colleges

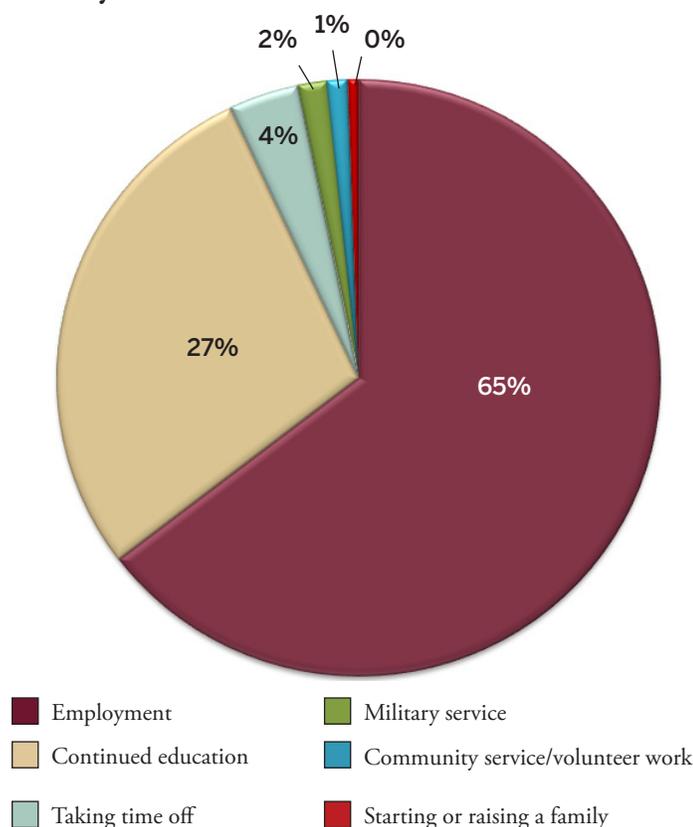
Graduating seniors were asked to complete an online survey regarding their post-graduate plans. 7,953 graduating seniors from summer 2017, fall 2017, and spring 2018 completed the survey, which represents over 92.2% of all graduates. Also included in these findings are the results of a six-month follow-up survey.

FSU Experiences	%
Participated in a campus activity	91.9
Participated in community service	69.7
Employed part-time, off campus	56.0
Completed an internship, practicum, field experience, or clinical assignment	55.5
Participated in intramural sports	33.5

Employment Status	%
Seeking employment	65.7
Have one or more job offers	73.5

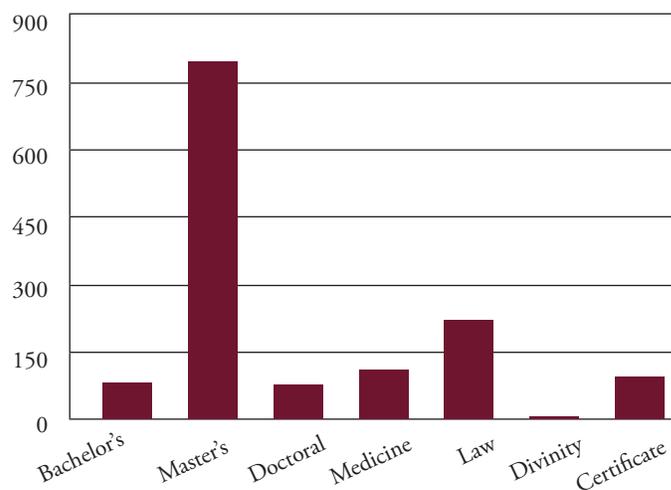
Classification of Employed Students	%
Full-time employment	87
Employment related directly to major	75
Employment requires a college degree	73
Employed in Florida	67
Employed out of state	33
Self-employed	2.1

Primary Plans after Graduation



Graduate School Status	%
Pursuing further education	27.8
Have one or more admission offers	73.1

Degrees Pursuing



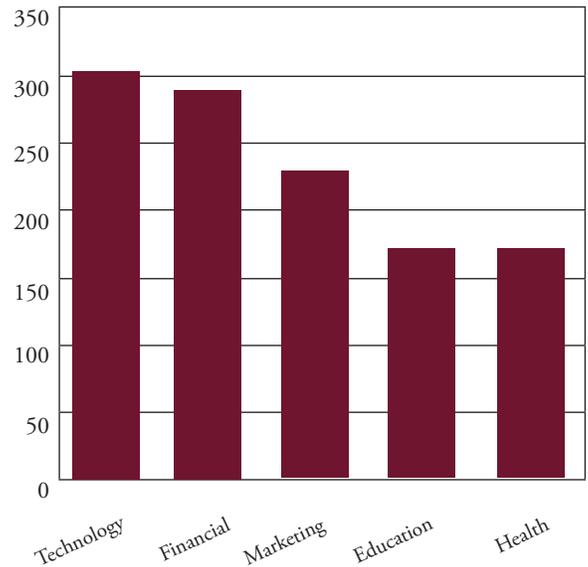
Top 5 Graduate or Professional Schools

- | | |
|-------------------------------|---------------------------------|
| 1 Florida State University | 4 University of Central Florida |
| 2 University of Florida | 5 Nova Southeastern University |
| 3 University of South Florida | |

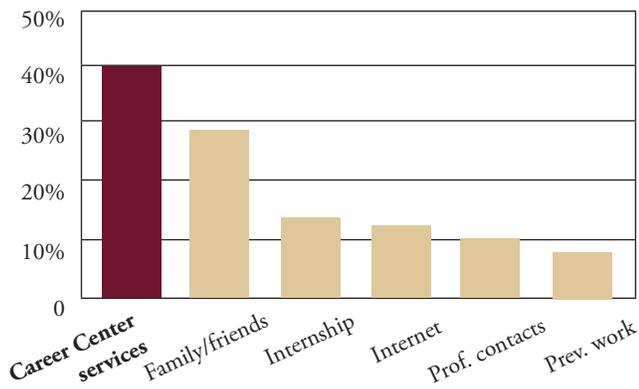
How Seniors Found Employment Opportunities %

Career Center services	38
Family/friends	27
Internship	14
Internet	13
Professional contacts	10
Previous work	7

Top 5 Employment Industries

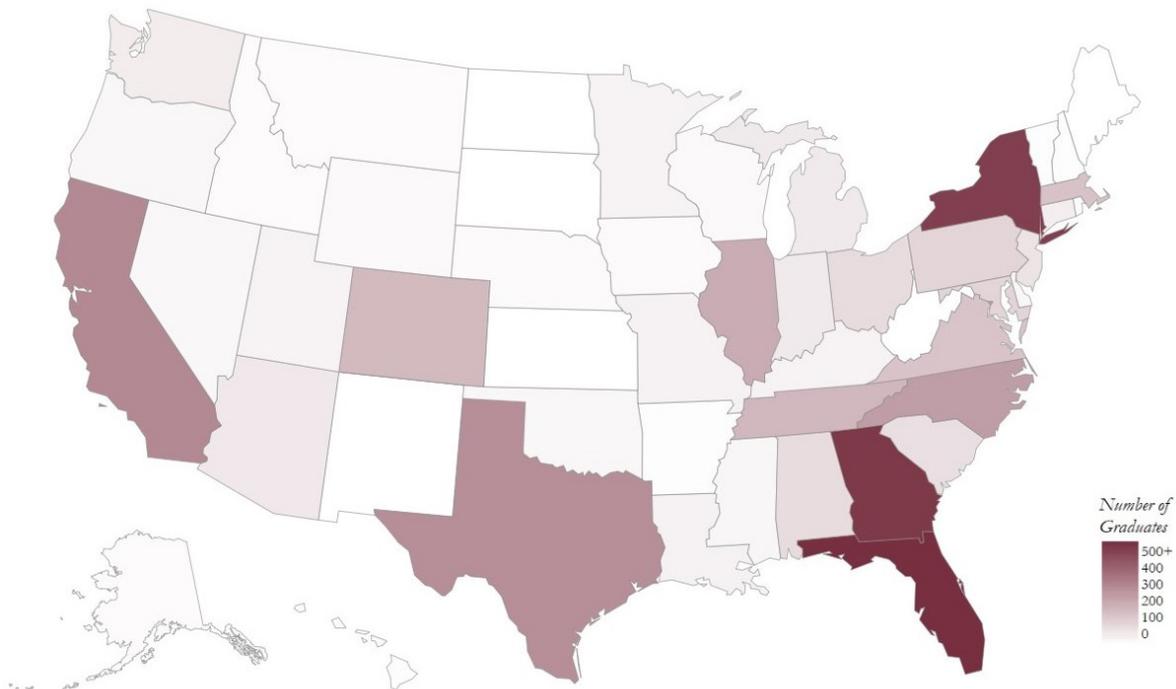


How Seniors Found Employment Opportunities



Graduate Employment and Education by State

Florida State graduates work and study all over the world, and the latest Noles are following suit. While over 2,800 of FSU's graduates are staying in Florida, members of the class will be living in 35 different countries and 48 states, as well as the District of Columbia.



ACCOMPLISHMENTS

NCD A Exemplary Career Center Award

The Career Center received the National Career Development Association's Exemplary Career Center Award at the 2018 NCDA Global Conference held June 21-23 in Phoenix.

Checklists for Career Ready Competencies

Career Center staff created a Transferable Skills Checklist and a Resume Ready Checklist derived from the eight career competencies as defined by the National Association of Colleges and Employers. These Checklists help students identify their skills and learn how to articulate those skills to employers. These resources were a focal point for national and regional presentations during the 2018-2019 Academic Year and have served as a framework for developing co-curricular pathways in the upcoming Academic Year.

New Edition of "Career Development and Planning: A Comprehensive Approach"

In Spring 2019, Dr. James Samson, Dr. Robert Reardon, Dr. Gary Peterson, and Dr. Janet Lenz completed the sixth edition of their textbook, "Career Development and Planning: A Comprehensive Approach," and related instructor manual. This textbook and accompanying instructor manual are based on decades of research via the Introduction to Career Planning Course (SDS 3340), which provides instructors and students with knowledge that can be used in solving career problems and making life-long career decisions.

Internship Fund

The SGA Sweepings Committee allocated \$10,000 to the Internship Fund to support students participating in Summer 2019 Internships. The Family Connection Grant awarded \$500 to the Internship Fund to support additional students pursuing experiential learning. The Internship Fund then awarded \$8,500 to students participating in Summer 2018 and Fall 2018 and Spring 2019 experiential learning opportunities.

Grad School Boot Camp

The Career Center hosted the 2nd Annual Grad School Boot Camp. Eighty-three students attended the half-day event, a 10.67% increase over Fall 2017. The conference-style event featured poster presentations from 12 graduate students, nine workshops, a resource fair, and professional headshots. Career

Center staff were joined by five campus departments and two external partners to facilitate presentations and provide resources for students considering graduate and professional school. Since the Fall 2018 Grad School Boot Camp, 33% of the attendees submitted applications or inquired about graduate programs at FSU.

FSUshadow - Program of Distinction Award

The FSUshadow program was selected for the "Program of Distinction" Award by NASPA Florida and was also selected as a finalist for the "Career Services Excellence Award" by NACE.

FSU Panama City Résumé Café

The Career Center hosted the first Résumé Café at FSU Panama City, bringing students and employers together to facilitate career readiness programming.

Collaborative Partnerships and Innovative Thinking

Career Center staff participated in Strategic Planning Think Tanks to collaborate with other Division of Student Affairs (DSA) staff and brainstorm innovative ideas across collaborative partnerships, inclusive campus, staff development, student learning and success, and well-being.

Seminole Suit-Up

The Career Center partnered with JCPenney to host two "Suit-Up" events, providing exclusive discounts on professional attire to Florida State University students.

Top 25 Career Center Assessment Benchmarking

Career Center staff finalized the Top 25 public & private institution benchmarking regarding assessment/inventory usage, and provided a full report including data visualizations to more than 40 participants/institutional representatives who requested the questionnaire results.

SoACE Southern Star Award

Myrna Hoover, Director of The Career Center, received the 2018 Southern Association of Colleges & Employers (SoACE) Southern Star Award for significant and outstanding contributions to the profession, society, and SoACE.

Advisory Board

The Career Center hosted local and national employers at a day-long Advisory Board meeting. Members received an FSU update from President Thrasher, attended a keynote address on leadership by Floyd McClendon, Jr., and discussed topics related to career services and recruitment.

Résumé Café

The Career Center hosted Résumé Cafés, which had 46 participating companies and served a total of 893 students. Résumé Cafés provide an opportunity for Career Center staff and employers to collaborate in an effort to assist students in developing and preparing résumés that convey their market value.

Internship Council

The Career Center hosted the inaugural meeting of the FSU Internship Council, bringing together academic internship coordinators from across campus as well as the Director of Liberal Studies to discuss best practices and needed resources for supporting FSU students engaging in experiential learning.

InternFSU

InternFSU offered 105 positions during Fall 2018 and 101 positions during Spring 2019. InternFSU positions are paid on-campus opportunities that place students with employers on FSU's campus.

Mock Interviews

The Career Center launched Big Interview, a virtual interviewing platform, to provide additional access to interview-related professional development for distance students.

Student Employee of the Year

The Career Center celebrated the 5th Annual Student Employee of The Year award ceremony bestowing the following awards:

- Undergraduate Tony DiBenedetto Student Employee of the Year and 2019 SASEA Student Employee of the Year: Abigail Centers, National High Magnetic Field Laboratory

- Graduate Tony DiBenedetto Student Employee of the Year: Tyler Bruefach, Campus Recreation
- Torch Award (Customer Service Category): Ankit Patel, ACE Learning Studio
- Vires Award (Initiative Category): Denis Aleman, Florida Center for Reading Research
- Artes Award (Critical Thinking Category): Taegan Dennis, Strozier Library
- Mores Award (Professionalism Category): Lindsey Reyes, Student Government Association

New Platform for ProfessoNole Mentors

ProfessoNole Mentors, one of The Career Center's longest running programs, transitioned to a new platform to enhance the mentor-mentee matching system and better track program utilizations.

Grants or Financial Awards

- Received \$1,500 from the New Student & Family Programs Family Connection Council for the Professional Clothing Closet
- Received \$2,000 from the Student Government Association for the Professional Clothing Closet
- Received \$500 from the Family Connection Grant to support the Internship Fund
- Received \$10,000 from the 2018 SGA Sweepings Committee to support the Internship Fund
- Received \$14,500 from Enterprise Holdings to enhance student development



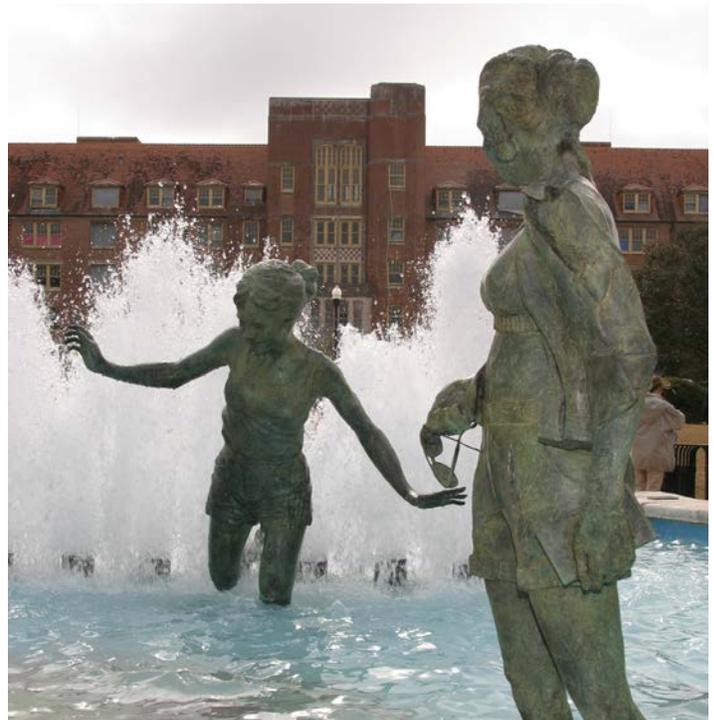
DIVERSITY AND INCLUSION



Career Center staff are very proactive in creating a welcoming environment for students of diverse backgrounds. In an effort to increase both diversity awareness and training, staff members have participated in a number of professional development trainings and activities.

- **Kelli Gemmer** attended Social Justice ALLY training.
- **Casey Dozier** served on the Diversity Initiatives and Cultural Inclusion Committee for the National Career Development Association.
- **Li Pon** served on the DSA Diversity and Inclusion Committee.
- **Geneva Scott** co-chaired the Inclusive Campus group for the DSA Strategic Planning Think Tank.
- **Casey Dozier, Michon Ashmore, and Rebecca Lovett** attended Allies & Safe Zones training, a three-hour training in allyship and current issues that impact the LGBTQ+ community.
- **Li Pon** completed Social Justice Ally Training.
- **Joshua Morgan** became an Allies and Safe Zones workshop facilitator.
- **Joshua Morgan** facilitated an Allies and Safe Zones workshop for an athletics professor and her students.
- **Jen Harshner** attended Allies and Safe Zone 201-Trans Ally, which trains staff on becoming allies to people with trans and other gender variant identities.
- **Kevin Pierce** attended Allies and Safe Zones training.

- **Joshua Morgan** and **Erica Stallings** partnered with **Krystle Graham** on the Experiential Learning team to create and provide an opportunity for IBM, in conjunction with Résumé Café, to host Diversity Matters workshop, which focused on how diverse people and diversity in thought increase the creativity and productivity of organizations.
- **Li Pon** completed Embracing Diversity training offered through the Office of Human Resources.
- **Cathy Barrios** attended Social Justice ALLY training.
- **Cathy Barrios** attended the Allies and Safe Zones training.
- **Briana Edwards** hosted a résumé workshop for the Asian American Student Week.
- **Briana Edwards** hosted a résumé workshop for first year Engineering students for the National Society of Black Engineers Conference.



ADDITIONAL HIGHLIGHTS



Michon Ashmore, Jackie Belle, Joshua Morgan, and Shelby Young attended the Noles Professional Institute, a program for leadership development among new professionals in student affairs at FSU.

Michon Ashmore attended the National Association of Advisors for the Health Professions conference in Washington, D.C.

Michon Ashmore and **Jennifer Harshner** served on the Healthy Campus 2020 Sexual Health Team.

Cathy Barrios was featured in The Clutch Magazine article "Building a Portfolio Resume;" College Magazine article "10 FSU Career Center Resources to Help You Find Your Dream Job;" College Magazine article "10 Soft Skills that Will Make You a #Boss;" FSU English Department News Article "Cathy Barrios Helps to Put Undergraduate Students on a Successful and Enjoyable Career Path;" FSU English Department News Article "English Advisors Give Support to Students Seeking Guidance."

Cathy Barrios served on the FSU Women, Gender and Sexuality Studies Advisory Board.

Career Center liaisons were featured in FSU College of Arts & Sciences Spectrum Magazine article "FSU Career Center Guides Grads into the Future."

Career Center staff served on the FSU Hazing Prevention Committee.

Career Center staff participated in the First Gen Forum as part of CARE's 50th birthday celebrations.

Career Center staff raised \$400 to purchase food for the FSU Food for Thought Pantry.

Michelle Futo chaired the Collaborative Partnerships Committee, a Think Tank initiative spearheaded by the Division of Student Affairs.

Kate Herron served as a panelist at the Women in Leadership Conference.

Myrna Hoover received the Top 25 Women to Know in Tallahassee Award from the Tallahassee Democrat.

Myrna Hoover received the 2018-2019 Supervisor/Mentor Award presented by FSU Hardee Center and the Higher Education Program for excellence in mentorship.

Myrna Hoover served as a reviewer for the Tallahassee Chamber of Commerce "Best & Brightest" competition for area high-school students.

Myrna Hoover served on the Board of Capital Regional Medical Center.

Myrna Hoover served on the Human Resources Management Board of Directors for the College of Business.

Myrna Hoover served on the University Strategic Planning committee.

Emily Kennelly attended the Statewide Job Fair, participating in Florida's first meeting for Career Development teams across the state.

Kevin Pierce was the Keynote Speaker during the Tallahassee Community College, Student Veterans Graduation Ceremony.

Li Pon was featured in the College Magazine Article "6 Essential Interpersonal Skills to Develop Before You Begin Your Career."

Li Pon served in the 2019 Southern Association of Student Employment Administrators Judging Committee to select the 2019 SASEA Student Employee of the Year.

Li Pon and **Geneva Scott** attended the Cooperative Education and Internship Network Annual Conference in Chicago, IL to learn best practices in experiential learning and network with colleagues and employers

Leah Sibbitt was the co-keynote speaker for the Postdoctoral Symposium

Kelli Gemmer, Leslie Mille, and Leah Sibbit attended the FloridaACE Annual Conference in Orlando, FL to engage in networking with employers and career services staff around the state.

Leah Sibbit spoke to 800 new graduate students at New Graduate Student Orientation, providing information on Career Center resources for graduate students.

Erica Stallings redesigned career advisor training offered in a hybrid version utilizing lecture, activities, video examples, live observations, and synthesis projects in person and through Canvas.

Erica Stallings coordinated campus partner presentations for Career Advisor Training. Sessions included staff members from the University Counseling Center, the Center for Global Engagement, Safe Zones and Allies, and the Student Disability Resource Center. The campus scavenger hunt allowed new career advisors to gain exposure to other offices, such as ACE, Financial Aid, and the Dean of Students.

Awards

FSU Division of Student Affairs Award Ceremony Winners

Albert Einstein Award

Brittany Armstrong

The Hardee Research Award

Tory Dellafiora

Student Mentor Award

Sean Collins

Star Award for Special Achievement

Briana Edwards

Mover and Shaker Award

Shelby Young

Uphold the Garnet & Gold

Geneva Scott

New Employee of the Year Award

Brittany Armstrong

Kibrett Facey

FISH Philosophy Award

Li Pon

DSA Keystone Award

Brittany Devies

DSA Better Together Award

Kelli Gemmer &

DSA Marketing



2018 Southern Association of Colleges and Employers (SoACE) Southern Star Award.



2018 National Career Development Association's Exemplary Career Center Award.

PARTNERSHIPS

College of Arts and Sciences

Career Center staff coordinated an Actuarial Career Prep event with Industry Professionals from the Florida Office of Insurance Regulation designed to prepare students attending the Actuarial Science Networking Event, and focused on three topic areas: Industry Resumes, Interviewing, & Networking. More than 150 students attended the event.

Career Center staff coordinated a Technical Interviewing Workshop with Deloitte, more than 40 students in attended. The workshop provided students with an in-depth discussion, as well as tips on tackling the technical interview process.

Career Center staff coordinated the IBM: Diversity Workshop & Summit Info Session that was held in the Dunlap Success Center and facilitated by three IBM staff, including one FSU alumnus. Thirty-five students attended this event, which was designed to highlight the potential benefits of diversity in thinking styles and creativity in problem solving.

Career Center staff partnered with Actuarial Science Program (Dr. Steve Paris) and the Future Seminole Actuaries to hold the Actuarial Science Networking Event. Nineteen employers with 42 representatives in attendance discussed internships and full-time positions with 157 students. Fifteen employers conducted over 160 day-after interviews at the Dunlap Success Center.

Career Center staff partnered with FSU College of Medicine students to host a “Gap Year for Pre-Med Students” panel to share information about their gap-year experiences and answer questions about the medical school application process.

Career Center staff hosted representatives from 13 local healthcare and nonprofit organizations for the “Helping Professions Internship & Networking” event, which was attended by 67 students.

Career Center staff partnered with Clinical Psychology graduate students to host a panel and networking event to help undergraduate Psychology students with their graduate school applications.

Career Center staff tabled with 11 FSU graduate programs to expand psychology-related graduate school options for 65 students.

Career Center staff collaborated with FSU alumni, staff, and faculty to host a panel to help exploratory and other



undergraduate students learn about careers in research.

Career Center staff collaborated with FSU alumni and staff to host a panel to help exploratory and other undergraduate students learn about careers in healthcare.

Career Center staff visited with the **Washington College Starr Center** oral historian Erica Fugger to provide an overview of Career Center resources and exchange information about internship programs on campus, including InternFSU and the opportunities offered at the Institute on WWII and the Human Experience.

Career Center staff connected with local employers from diverse industries, such as the Institute for Nonprofit Innovation and Excellence, the Museum of Florida History, Covalent Reality, the Pod Advertising Agency, Red Hills Motion Picture Company, and conducted site visits to further improve their recruitment efforts and engagement with students in the Humanities.

Career Center staff continued to collaborate with the English Department’s Internship Coordinator, Dr. Molly Hand, to conduct a series of “Professional Development Workshops” each semester for the ENC 4942 Editing Internship course, and to co-organize the 2nd Annual department-wide “English Career Networking” event, featuring over 15 local employers and alumni offering internship opportunities.

Career Center staff partnered with Humanities Area faculty representing five departments: Dr. Kurt Piehler, History professor; Dr. Judith Pascoe, English professor; Dr. Ned Stuckey-French, English Graduate Studies Chair; Dr. Matthew Goff, Religion Graduate Studies Chair; and Dr. Keith Howard, Modern Languages Graduate Studies Associate Chair, to provide workshops to both undergraduate

and graduate students on experiential learning opportunities and career options available through academic and non-academic job searches in their field of interest.

Career Center staff coordinated with Dr. Virginia Osborn, professor in the French language program, for the “2nd Annual French Career Pathways” event for undergraduate and graduate students majoring and minoring in French.

Career Center staff organized the “2nd Annual Humanities Gap Year Experience” event, which featured representatives from AmeriCorps, Palm Beach County Literacy Volunteers, Teach for America, and the Peace Corps, to discuss career options after graduation.

Career Center staff collaborated with English Academic Advisor, Chantelle Tuffigo, to develop and provide the “Global Career Pathways” event that featured presenters from the FSU Center for Intensive English Studies (CEIS) and the College of Education TESOL program to discuss pathways to teaching English abroad.

Career Center staff partnered with the College of Education on “Teaching Certification Workshops” for non-education humanities students interested in the K-12 education industry.

Career Center staff partnered with Dr. Molly Hand, Graduate Certificate Coordinator, to provide a “Graduate School Humanities Alumni Career Panel” event featuring five employers from diverse industries.

Career Center staff partnered with the FSU Religion Department faculty and the SORCE RSO to provide presentations about Career Center resources and professional development topics to undergraduate students attending the department open house event, the graduate student orientation, and the undergraduate research symposium.

College of Business

Liaison: Coleman Carlisle

Career Center staff hosted 11 sections (301 students) of Business Communications classes at The Career Center during the Fall and Spring semesters. This workshop covered navigating Career Fairs and the Interview process.

Career Center staff presented Career Center Overviews/ Handshake Training at three Transfer Resource Seminars for 74 transfer students with the Undergraduate Programs Office & Advising Center.

Career Center staff collaborated with Sarah Withers and hosted seven sections of GEB 1030-Professional Development for Business Careers in the Career Center during the Fall and Spring semesters for Career Center overviews.

Career Center staff collaborated with Kawana Johnson in the College of Business Internship and Career Services Office to table at the Internship Resource Fair and to moderate the Internship Emphasis Week Panel.

Career Center staff collaborated with Marissa Mainwood in the College of Business to connect with registered student organizations and provided 10 workshops for business student organizations.

Career Center staff met with department chairs from Management and Marketing to increase outreach to department faculty, which led to 12 marketing class presentations for 506 students and 11 management class presentations for 213 students on topics of personal branding, negotiating job offers, and job search strategies.

Career Center staff hosted interviews for both Fall and Spring Insurance Days, holding 142 interviews for 82 unique students in Fall 2018 and 337 interviews for 114 unique students in Spring 2019.

Career Center staff participated in the Graduate Business Connections and Business Bash Events at the College of Business.

Career Center staff facilitated Speed Connections Networking at the Real Estate TRENDS Conference.

Career Center staff connected 42 students from the College of Business with high-impact experiences through the InternFSU program.

College of Communication and Information

Liaison: Kate Herron

Career Center staff connected with employers from diverse backgrounds and industries including Sachs Media Group, Zimmerman Agency, Covalent Reality, The Pod Advertising,



Wellcare, Downtown Music Publishing, Turner Broadcasting, City of Tallahassee, and TCC's Center for Innovation.

Career Center staff spoke at the Colloquium: Academic Job Search panel for undergraduate, masters, and doctoral candidates on the importance of utilizing career services.

Career Center staff participated in the Tally Job Hop: IT Edition to visit local companies and bring back information regarding internship and employment opportunities at local businesses.

Career Center staff represented the Career Center at the College of Communication & Information Career Fair, highlighting opportunities for marketing and technology internships.

Career Center staff created a LinkedIn workshop to do a deep-dive into the importance of using social media effectively in a professional setting and how to properly set up a robust and compelling profile.

Career Center staff attended the School of Communication information session to provide insight into Career Center services for students applying to limited-access majors.

Career Center staff partnered with College of Communication and Information Career Liaison, Kate Herron, and Dr. Molly Hand, Editing, Writing and Media professor, to provide the "Communications and Social Media Alumni Career Panel" event featuring six diverse industries.

College of Criminology and Criminal Justice

Liaison: Kevin Pierce

Career Center staff collaborated with the College of Criminology and Criminal Justice to host the 2018 Criminology Internship Fair.

Career Center staff partnered with College of Criminology and Criminal Justice and presented on Career / Internship Opportunities for graduate students during a Graduate School information session.

Career Center staff partnered with the College of Criminology and Criminal Justice and conducted five "Internship Orientation" sessions for students who were participating in summer internships.

Career Center staff hosted three webinars sponsored by the U.S. Department of Homeland Security, focusing on different career opportunities with the federal government.

Career Center staff facilitated an information session on the FBI Honors Internship Program, hosted by an FBI Internship Coordinator from the Jacksonville Field Office.



Career Center staff collaborated with the College of Criminology and Criminal Justice to host the 2018 Criminology Career Panel.

Career Center staff hosted the Government and Social Services Career Fair Résumé Critique for students planning to attend the Governmental and Social Services Career Fair.

Dedman School of Hospitality

Liaison: Heather Scarboro

Career Center staff partnered with Dedman School of Hospitality and provided rooms for day-after interviews following the Hospitality Career Fair.

Career Center staff presented to the Florida Restaurant and Lodging Association student organization.

College of Engineering

Liaison: Briana Edwards

Career Center staff hosted a variety of career service-based workshops for first-year Engineering students for the National Society of Black Engineers Conference, in partnership with Dr. Charmane Caldwell.

Career Center staff partnered with FAMU Career Center and FAMU Engineering LLC to present to first-year engineering students on résumé preparation to enhance the professional development of FAMU Engineering LLC students.

Career Center staff coordinated the STEM Résumé Café and STEM Career and Internship Fair, partnering with over 200 employers and campus partners; Fall 2018 had 1,327 participants and Spring 2019 had 790 participants.

Career Center staff presented at 27 New Student and Transfer Orientations during the "Get to Know Your College" sessions for the FAMU-FSU College of Engineering.

Career Center staff coordinated and scheduled information sessions for over 10 engineering-based student organizations,



including: MRS FAMU-FSU, Theta Tau, and the Society of Hispanic Professional Engineers.

Career Center staff partnered with Lockheed Martin and Harris Corporation for Diversity Recruitment Initiatives and Employer In Residence programming within engineering.

Career Center staff presented to a series of senior courses for career preparation, pre-graduation, and next step goals and initiatives.

Career Center staff presented in a workshop series designed to help first-year engineering students navigate Career Center services in partnership with first-year engineering professors, Dr. Melody Moore, Dr. Reginald Perry, and Dr. Charmane Caldwell.

Career Center staff coordinated with Theta Tau Professional Engineering Fraternity to host mock interviews for more than 20 new members.

Career Center staff met with the FAMU Career Center to increase partnership awareness, initiatives, drop-in advising hours, and event date coordination.

Career Center staff partnered with STEAM: CODERS to recruit six engineering students for summer internships in Tallahassee teaching in the Upward Bound TRIO programs.

College of Education

Liaison: Kyle Roark

Career Center staff collaborated with the Psychological and Counseling Services program in the College of Education to host the Harold F. Cottingham Colloquium.

Career Center staff hosted the Spring 2019 Education & Library Career Fair with 61 school districts, charter schools, and non-profit educational organizations.

Career Center staff partnered with Education staff to organize two workshops for students prior to the Education & Library Career Fair, focusing on Teacher Certification and

Employment in Florida and Becoming a Teacher.

Career Center staff presented a series of workshops to the Sports Management Student Association (SMSA) on topics related to networking and professionalism.

Career Center staff provided individual résumé critiques and professional headshots to over 70 students at the College of Education Headshot Event.

Career Center staff partnered with Dr. Jason Pappas from the Department of Sports Management to provide workshops on the Career Portfolio and Career Center Overviews.

Career Center staff presented workshops on résumé writing, going to grad school, GRE resources, interviewing, cover letters, and a Career Center Overview.

College of Fine Arts

Liaison: Tory Dellafiora

Career Center staff continued to partner with the College Leadership Council to host the second annual “The Arts Work” panel and networking event, facilitating small group conversations between professionals and current students in each of the six program areas.

Career Center staff supported the Department of Interior Architecture & Design to grow their annual “Career Day,” utilizing Handshake to connect more than 80 students with 25 interior design firms, while also hosting career panels and on-campus interviews at The Career Center.

Career Center staff conducted 41 employability workshops including Writing Artist Statements, Internship Search Strategies, Interviewing, and Job Search Strategies.

Career Center staff recruited 85 College of Fine Arts alumni to join The Career Center’s ProfessioNole Mentor Program.

Career Center staff attended the annual College of Fine Arts advisory board meeting and presented a brief overview of The Career Center.

Career Center staff served as an expert reviewer for the résumé critique session of the Career Night event hosted by Gadsden Arts Center in collaboration with Professor Carrie Ann Baade.

Career Center staff conducted site visits to the Southeastern Archeological Center, LeMoyné Arts, Gadsden Arts, the Museum of Florida History, and Epyon Technologies to help promote experiential learning opportunities.

Career Center staff participated in more than 20 orientation sessions for the College of Fine Arts during the “Meet Your College” programming section.

College of Human Sciences

Liaison: Michon Ashmore

Career Center staff created a new "Volunteer Opportunities for Pre-Health Students" panel by partnering with and hosting representatives from Tallahassee Memorial Hospital, Tallahassee Museum, 2-1-1 Big Bend, and Tallahassee Orthopedic Clinic.

Career Center staff organized a new "Careers in Dietetics and Food Science" panel by partnering with and hosting representatives from Flowers Foods, Florida Department of Agriculture, Premiere Health & Fitness Center, Canopy Cove Eating Disorder Treatment Center, and U.S. Marines Special Operations Command.

Career Center staff organized a new "Gap Year for Pre-Med Students" panel by partnering with and hosting FSU College of Medicine students, who spoke about their experiences taking gap years before applying to medical school.

Career Center staff collaborated with 13 local organizations for the "Helping Professions Networking Expo."

Representatives from organizations such as Big Bend Hospice, 2-1-1 Big Bend, Alzheimer's Project, PhysAssist Scribes, Play Big Therapy, and Covenant Care provided information to students on experiential learning opportunities and careers available within their organizations.

Career Center staff partnered with College of Medicine pre-health advisors to present Med School 101 and Med School 202 workshops to more than 100 pre-med and pre-health students.

Career Center staff partnered with Dr. Angela Sehgal to bring Navy medical recruiter to campus to present information on the Navy's Medical Scholarship Program to 100 athletic training students.

Career Center staff collaborated with the College of Human Sciences to present to 458 incoming students and their families at new student and transfer orientation during the "Get to Know Your College" sessions.

Jim Moran School of Entrepreneurship

Liaison: Scott Maynard

Career Center staff and internship coordinators, Roxanne Parker and Jim McLaughlin, participated in the inaugural meeting of the Academic Internship Council hosted at the FSU Career Center.

Career Center staff conducted multiple classroom presentations on introductory and advanced career topics.

Career Center staff met with faculty to discuss opportunities and effective methods of outreach to students.

Career Center staff attended the "7 under 30" event.

Career Center staff worked with internship coordinators Roxanne Parker and Jim McLaughlin to develop a required mock interview program for students seeking summer internships.

Career Center staff attended the Retail Summit.

Career Center staff met with representatives of Jim Moran Institute to explore opportunities to promote career services to their clients.

College of Law and Pre-Law Advising

Liaison: Joshua Morgan, Geneva Scott

Career Center staff partnered with Dawn Cheng, Pre-Law Coach of The University of Washington - Seattle, to assist with pre-law programming, benchmarking, and best practices as UW Seattle seeks to revamp their pre-law advising services.

Career Center staff partnered with the Pre-Law Freshmen Interest Group to provide law school application guidance to 10 participants, addressing general information about building a competitive portfolio and attendees' specific questions about gap year activities, choosing a major, and more.

Career Center staff partnered with Harvard Law School's Assistant Director of Admissions to enhance Career Center staff's knowledge of (1) Harvard School of Law's Junior Deferral Program and (2) recent acceptance of the GRE in lieu of the LSAT.

Career Center staff coordinated a subsequent informational session between the Assistant Director of Admissions at Harvard Law and more than 30 registered student attendees.



Panama City Campus/College of Applied Studies

Liaisons: Leah Egezeino, Emily Kennelly

Career Center staff increased FSU Panama City student Handshake profiles from 20 to 142.

Career Center staff coordinated a Résumé Café with 45 student attendees and six employer representatives from Harley-Davidson of Panama City, Berg Steel Pipe Corp, Resort Collection, and Waffle House.

Career Center staff secured a room partnership from Harley-Davidson of Panama City.

Career Center staff partnered with administration and faculty to coordinate the Spring 2019 Fast to the Future Career and Internship Fair.

Career Center staff established a point of contact for the Professional Clothing Closet between Tallahassee and Panama City and also assisted in establishing a Professional Clothing Closet at FSUPC.

Career Center staff created a process for connecting Bay County employers to the FSU Career Center for job/ internship postings, consultation regarding recruitment strategies at FSU, and utilization of other services such as Handshake and the FSUshadow Program.

Career Center staff coordinated a one-day visit to host an FSUshadow info session, career advising, tabling with free pizza, and classroom presentations for a total of 121 student contacts.

The Career Center collected and delivered donations for the FSU Panama City Food Pantry.

Career Center staff disseminated a career services needs survey to FSU Panama City students gathering results from 20 students.

College of Medicine

Liaison: Li Pon

Career Center staff partnered with the Interdisciplinary Medical Sciences program to present on a variety of professional development topics to all freshman, sophomore, augmented, junior, and senior seminar classes.

Career Center staff partnered with Interdisciplinary Medical Sciences program to present at over 50 new student and transfer orientations during “Campus Networking” sessions.

Career Center staff hosted a workshop for College of Medicine physician’s assistant faculty and staff tailored to marketing yourself on your curriculum vitae.



College of Music

Liaison: Tory Dellafiora

Career Center staff partnered with staff from the College of Music to host the first annual "Expert Connections Panel," facilitating career and professional development conversations between five local music industry professionals with over 80 students and family members attending.

Career Center staff conducted site visits to Tallahassee Recording Studios, Goldie Sound Productions, and B-Sharps Jazz Club to explore experiential learning opportunities for students in the College of Music.

Career Center staff recruited 46 College of Music Alumni to join the Career Center’s ProfessioNole Mentor Program.

Career Center staff hosted Karen Large’s Applied Music Major Class and Grady Enlow’s Music Entrepreneurship class for tours of the Career Center.

Career Center staff participated in new student orientation for the College of Music, presenting to more than 100 students and family members about Career Center resources.

Career Center staff hosted multiple in-class workshops on topics such as Career Center Overview, Résumé Writing, and Networking.

College of Nursing

Liaison: Casey Dozier

Career Center staff partnered with the College of Nursing to enhance their interview process through an interactive presentation with faculty to help the college identify candidates from over 100 qualified applicants to the College.

Career Center staff presented to College of Nursing faculty to inform new faculty members about the many benefits of the Garnet & Gold Scholar Society and recruit Garnet & Gold Scholar Society overall program advisors.

College of Social Sciences and Public Policy

Liaison: Rebecca Lovett

Career Center staff assisted 20 students from the College of Social Sciences and Public Policy in completing high-impact experiences through the InternFSU program.

Career Center staff continued to partner with the Interdisciplinary Social Science program to plan and facilitate two alumni networking evenings with a career panel and casual networking.

Career Center staff partnered with the Interdisciplinary Social Science Undergraduate program and the Demography, International Affairs, and Applied American Politics and Policy Master's Programs to present a series of workshops to their students.

Career Center staff coordinated with the Masters of Applied American Politics and Policy Program to plan the second annual Lobbying Networking Night comprised of 11 lobbying professionals who shared their insights and advice with students through a panel and roundtable networking sessions.

Career Center staff partnered with the College of Social Sciences and Public Policy Student Leadership Council to coordinate and facilitate an Undergraduate Research Panel comprised of social science students participating in undergraduate research.

Career Center staff partnered with the College of Social Sciences and Public Policy Student Leadership Council to present a workshop and event to help students prepare for the Government and Social Services Career Fair.

Career Center staff partnered with Sustainable Campus to facilitate a "Green Careers Panel" comprised of 6 professionals who work in the environmental industry.

Career Center staff presented at 24 New Student and Transfer Orientations during the "Get to Know Your College" sessions for the College of Social Sciences and Public Policy.

Career Center staff coordinated information sessions for the Washington Center, the National Governors Association, the Urban Institute, the League of Women Voters, and the Federal Emergency Management Association to recruit and provide information to students about their organizations. Career Center staff bestowed the following 2019 Student

Employee of the Year (SEOTY) awards: Graduate Tony DiBenedetto Student Employee of the Year: Tyler Bruefach, Campus Recreation, Doctoral Student, Sociology Mores Award (Professionalism Category): Lindsey Reyes, Student Government Association, Economics Major Artes Award (Critical Thinking Category): Taegan Dennis, Strozier Library, Anthropology Major.

College of Social Work

Liaison: Emily Kennelly

Career Center staff assisted four students from the College of Social Work in completing high-impact experiences through the InternFSU program.

Career Center staff assisted the College of Social Work with their annual Field Placement Expo, which involved 150 students and 45 community agencies.

Career Center staff hosted two groups of students from the College of Social Work "Arts and Athletics Camp" to increase students' knowledge of college and career options.

Career Center staff presented a career workshop including information about internships, networking, and résumés for 10 College of Social Work Ambassadors as part of their professional development series.

Career Center staff hosted a Strategic Networking workshop for 10 of FSU's Social Work Ambassadors, discussing the hidden job market and accessing over-looked networks (i.e., family, roommates, past supervisors, alumni, LinkedIn, etc.).

Graduate School

Liaison: Megan Crowe

Career Center staff hosted the 2nd Annual Grad School Boot Camp. Eighty-three students attended the half-day event, a 10.6% increase from Fall 2017. Career Center staff partnered with five campus departments and two external partners to facilitate presentations and provide resources for students



considering graduate and professional school. The Career Center partnered with The Graduate School to provide lunch for all attendees.

Career Center staff saw 33% of Fall 2018 Grad School Boot Camp attendees submit applications or inquire about graduate programs at FSU.

The Career Center staff was included as a resource in the Post-Doc Handbook.

Career Center staff facilitated 10 workshops for the Graduate School Professional Development Series, reaching 186 students.

Career Center staff partnered with the Graduate Women In Science to present “Women in the Workplace - Science Savvy,” a workshop focused on personal branding and negotiating and dressing for success to more than 25 students.

Career Center staff facilitated five workshops for the Office of Graduate Fellowships and Awards, reaching 40 students.

Advising First/Undergraduate Studies

Liaison: Erica Stallings

Career Center staff partnered with the Advising First Center for Exploratory Students and 22 Academic Departments to coordinate the “Pizza and a Major” workshop series consisting of self-exploration, major-exploration, and career-exploration workshops with 219 students in attendance.

Career Center staff presented an overview of Career Center Resources and the Cognitive Information Processing Theory Guide to Good Decision Making to five sections of Exploratory Students in the SLS 1511 course.

Career Center staff provided an interactive library tour and Career Center overview to transfer students from the SLS 3140 course through the Academic Center for Excellence, and to 130 students in the Bryan Hall Living Learning Community.

Career Center staff and liaisons attended the Advising First Academic Engagement Expo to share information about



majors, careers, and experiential learning, and presented a session on FSUshadow.

Career Center staff, in partnership with Center for Academic Planning, hosted the Major ≠ Career panel with panelists from various industries and academic backgrounds.

Alumni Association

Liaison: Leslie Mille

Career Center staff recorded a video interview with the Alumni Association to promote how alumni can engage, participate, and give back through programs such as FSUshadow and ProfessioNole Mentors. The video was shared with all Seminole Club leaders for distribution across their social media channels nationwide.

Career Center staff partnered with the Alumni Association to connect students participating in internships across the country with Seminole Clubs in their internship location cities.

Athletics Department

Liaison: Geneva Scott

Career Center staff presented “Career Fair Strategies” in January 2019 in preparation for Seminole Futures.

Career Center Staff partnered with FSU Athletics to host the inaugural “Student-Athlete Engagement Event,” a mixer for hiring employers to connect with our Student-Athletes. Twenty-eight unique hiring organizations connected with 90 student-athletes.

Center for Academic Retention and Enhancement

Liaison: Joshua Morgan

Career Center staff co-facilitated a STEM experiential learning workshop for 15 CARE students in order to address resource identification, career readiness preparation, and

psychosocial barriers (e.g. imposter syndrome).

Career Center staff partnered with CARE to begin offering drop-in advising services and monthly Career Center tabling events in the Thagard building.

Career Center staff partnered with CARE to host multiple tabling outreach events for first-generation students and CARE employees, providing an overview of Career Center services and resources.

Career Center staff partnered with CARE staff to facilitate a major exploration presentation to 20 CARE students; discussed Holland's RIASEC Theory, analysis of self/interests/values, and Career Center resources to facilitate on-going career development.

Career Center staff partnered with CARE staff to co-host a dining etiquette workshop and practice lab at +39 Restaurant for 60 CARE student participants; reviewing topics such as typical courses of a formal dinner, table settings, professional dining behaviors, and use of employer/host context clues for observing etiquette expectations.

Career Center staff partnered with Stephanie Robertson of UNC-Greensboro to discuss first-generation college student/diversity recruiting initiatives for UNCG's Master of Accounting program.

Career Center staff partnered with C.A.R.E. to facilitate a Financial Literacy Week session regarding Job Searching and Negotiating Job Offers.

Center for Global Engagement

Liaison: Michelle Futo

Career Center staff and the Center for Global Engagement launched a workshop series aimed at helping international students find employment and navigate Handshake. Those workshops included "Jumpstart Your Career With Handshake" and "CPT and ERP" offered in both Fall 2018 and Spring 2019.

Career Center staff hosted a workshop for students returning from International Exchange programs and discussed how to translate their international experience onto their resume and discuss transferrable skills during interviews during Fall 2018.

Career Center staff hosted a Personal Statement Workshop for 13 international students from China during Fall 2018.



First Year Outreach/Orientation

Liaison: Leslie Mille

Career Center staff partnered with the English Department to provide brief Career Center Overview presentations to over 600 students in 80 first-year English composition courses.

Career Center staff partnered with New Student & Family Programs and multiple campus departments to provide presentations to both students and family members for every orientation session, including first-time in college, lower-division transfer, and upper-division transfer students.

Career Center staff conducted 252 Orientation presentations with approximately 16,711 attendees.

Student Disability Resource Center

Liaison: Emily Kennelly

Career Center staff represented FSU as the Liaison for the Workforce Recruitment Program, a recruitment program that connects federal sector employers with students with disabilities who are looking for internships or full-time jobs.

Career Center staff joined representatives from Florida Colleges and Universities at the Johnson Scholarship Foundation Conference in Tampa to discuss scholarship requirements, national funding trends, and employability skills for students with disabilities.

Career Center staff volunteered to proctor student final exams at the Student Disability Resource Center.



Veterans Center

Liaison: Kevin Pierce

Career Center staff, in conjunction with the Student Veterans Center, partnered with the U.S. Chamber of Commerce Foundation's Hiring Our Heroes, and hosted the inaugural college-based hiring event, the North Florida Veterans Career Connection.

Career Center staff partnered with the Student Veterans Center and Student Veteran affiliated Registered Student Organization (RSOs) and conducted multiple specialized student veteran career development workshops.

Career Center staff partnered with the Veterans Center to host the Strategies for Veterans Success course each semester to educate student veterans about Career Center programs and services.

Career Center staff provided a weekly customized eNewsletter highlighting upcoming on-and-off campus and virtual career development events, employer connection events, and recently posted employment and high-impact experiential learning opportunities.



PUBLICATIONS AND PRESENTATIONS

Presentations

Belle, J., & Burbrink, I. (2018, June). *Integrating CIP theory and career services with collegiate student athletes*. NCDA Annual Conference, National Career Development Association, Arizona.

Belle, J., & Hayden, S. (2018, June). *Integrating theory, practice, and research to assist veterans in career transition*. NCDA Annual Conference, National Career Development Association, Arizona.

Bright, J. Goodman, J., Krumboltz, J., Lenz, J., & Savickas, M. (2018, June). *Career theories guide career interventions panel*. Invited keynote at the National Career Development Association Global Conference, Phoenix.

Buckley-Burnell, A., & Mille, L. (2018, June). *Career Clothing Closets: A Discussion of Best Practices*. Roundtable Presentation at Southern Association of Colleges & Employers (SoACE) Annual Conference.

Bullock-Yowell, E., Osborn, D. S., Sampson, J. P., Hayden, S. C. W., & Lenz, J. G. (presented 2018, June). *Applying cognitive information processing theory to life transitions: Integrating theory, research, and practice*. Presentation at Biennial Conference, Society for Vocational Psychology, Scottsdale, AZ. (International)

Devies, B., Edwards, B., & Lowe, C. (2019, March). *The practitioner's approach: Cognitive information processing in career services*. Presented at the annual meeting of College Student Educators International (ACPA), Boston, MA.

Dippold, L.K., & Friedman, N. V. (2018, February). *Who is my Neighbor? Utilizing Social Identity Activities to Build Community*. Dalton Institute on College Student Values, Florida.

Dowling, T., & Pon, L., (June, 2018), *Internships 101: Attracting Quality Applicants*. FSAE quarterly meeting

Dozier, V. C., Lenz, J. G., Sampson, J. S., Jr. & Murphy, D. H. (2018, June). *Effective Strategies for Integrating Theory, Research, & Practice: 30-Years of Successful Collaboration*. NCDA Annual Conference, National Career Development



Dozier, V. C., Lenz, J., Murphy, D. H., & Pearce, C. (June, 2019). *Effective career course interventions to navigate lifelong career decisions*. Roundtable presentation at the National Career Development Association National Conference in Houston, TX

Edwards, B. & Lowe, C. (2019, February). *Thinking outside more than one box: Cognitive information processing approach*. Presented at the Jon C. Dalton Institute, Tallahassee, FL.

Feller, R., Schwallie-Giddis, P., Sampson, J. S., & Jr., Soohoon, A. (2018, June). *Later Chapters: Lessons learned as experienced NCDA leaders navigate their career development*. NCDA Annual Conference, National Career Development Association, Arizona.

Gemmer, K. (2018, July). *Career Center Marketing: Increase Reach While Cutting Costs*. Presentation given at SoACE Technology Boot Camp Webinar.

Gemmer, K., & Mille, L. (2018, June). *Career Center Marketing: Increase Reach While Cutting Costs*. Presentation at Florida Association of Colleges & Employers (FloridaACE) Annual Conference.

Hayden, S. C. W., Bang, N. M., White, R. K., & Dozier, V. C. (2018, June). *Practitioner's guide to using theory in practice*. NCDA Annual Conference, National Career Development Association, Arizona.

- Hayden, S. C. W., Lenz, J. G., Sampson, J. P. Jr., & Dozier, V. C. (2018, April). *Cognitive information processing: Bridging the gap between career and mental health*. Presentation at the American Counseling Association Conference, Atlanta, GA.
- Hoover, M., Stallings, E. (2018 June) *Managing the Chaos of Recruitment and Retention in Career Services through Cognitive Information Processing Theory*. NACE, National Association of Colleges and Employers, New Orleans, LA.
- Jones, N., & Gagnon, S. (2018, June). *Integrating Cognitive Information Processing theory with high school students*. NCDA Annual Conference, National Career Development Association, Arizona.
- Leierer, S., Peterson, G., & Reardon, R. (2018, June) *Career State Inventory (CSI): A measure of readiness for career decision making*. NCDA Annual Conference, National Career Development Association, Arizona.
- Lenz, J. G. (2018, September). *RIASEC theory: Applications to elevate your work in the 21st century*. Webinar presented for CEUOnestop. Retrieved from <https://ceuonestop.com/home/webinars/recordings/#jlenz>
- Maynard, S. (2018, November) *Implementation of Experiential Learning Programs to Establish Workforce Development Pipeline*. Presentation given to Sonoma County California Economic Development Authority
- Maynard, S. (2019, April) *Changes and Trends in Experiential Education - CEIA Seasoned Practitioners Forum*. Presented at Cooperative Education and Internship (CEIA) Annual Conference, Chicago, IL.
- Mille, L., & Peters, A. (2018, June). *Career Center Outreach to First-Year Students*. Roundtable presentation at Florida Association of Colleges & Employers (FloridaACE) Annual Conference.
- Miller, A. K. & Konen, M. (2018, June). *School's in Session: The effectiveness of a CIP-Based Career Course*. NCDA Annual Conference, National Career Development Association, Arizona.
- Morgan, J. L. (2019, December). *Integrating Career Readiness in Student Resources: Application of NACE Competencies*. Roundtable given at The Southern Association of Colleges & Employers Conference, Atlanta, GA.
- Murphy, D., H., & Miller, A. K. (2018, June). *Integrating Theory, Research, and Practice through Collaborative Motivational Interviewing (MI)*. NCDA Annual Conference, National Career Development Association, Arizona.
- Osborn, D. S., & Venable, M. (2018, June). *Snap This! A Snapchat Experiment in Teaching Career Development*. NCDA Annual Conference, National Career Development Association, Arizona
- Peterson, G. W., Osborn, D., & Brown, C. (2018, June). *Vocational Meaning Survey (VMS): A Theory-based Approach*. NCDA Annual Conference, National Career Development Association, Arizona.
- Sampson, J. P., Vuorinen, R., & Kettunen, J. (presented 2018, October). *Social media and the evolving role of the counselor: Opportunities and challenges*. Keynote presentation at IAEVG Conference 2018 "A Need for Change", International Association for Educational and Vocational Guidance, Gothenburg, Sweden. (International)
- Sides, R. (2018, June). *Man up! Male athletes' stigma towards career development*. NCDA Annual Conference, National Career Development Association, Arizona.
- Soud, S., Morris, C., Maccree, K. R., Vagenas, D., & Dozier, V. C. (2018, April). *Mom always said "Make good choices:" implementing a decision-making curriculum into your college counseling program*. Presentation given at Southern Association for College Admission Counseling, New Orleans, LA.
- Stallings, E., & Brown, C. (2018, June). *Career thoughts and first year college students: Effects of the career counseling working alliance and CIP elements*. NCDA Annual Conference, National Career Development Association, Arizona.
- Wheeler, M., Calhoun, B., Gardner, D., & Osborn, D. S. (2018, June). *Designing Research That Impacts Practice*. NCDA Annual Conference, National Career Development Association, Arizona.



Publications

- Dowling, T., & Pon, L.**, (July/August 2018 issue), Internships 101: Attracting Quality Applicants. *SOURCE Magazine* (FSAE).
- Dozier, V. C. & Osborn, D.** (2018). Cognitive information processing theory: Applications in research and practice, *National Institute for Career Education and Counselling*, 41, 39-47.
- Hayden, S. C., Robertson, H. C., & **Kennelly, E.** (2018). Military Culture in Counselor Education: Assessing Educators' Perceptions of Inclusion. *The Journal of Counselor Preparation and Supervision*, 10(1).
- Hou, P.-C., Osborn, D. S., & Sampson, J. P., Jr.** (2018). Acculturation and career development of international and domestic college students. *Career Development Quarterly*, 66, 344-357. DOI: 10.1002/cdq.12155
- Jones, E. M.** (2019). Building Europe: Determinants of identity, trust, and support for integration. Available from Dissertations & Theses @ Florida State University - FCLA. (2284210879). <https://login.proxy.lib.fsu.edu/login?url=https://search.proquest.com/docview/2284210879?accountid=4840>
- Kennelly, E., Sargent, A., & Reardon, R. C.** (Spring 2018). Viewing a familiar career theory in a new way: How research facilitates this process. *Career Developments*, 34(2), 6-8.
- Kettunen, J., & **Sampson, J. P.** (2018). Challenges in implementing ICT in career services: Perspectives from career development experts. *International Journal of Educational and Vocational Guidance*, 1-18. doi: <https://doi.org/10.1007/s10775-018-9365->
- Miller, A. K., Osborn, D. S., Sampson, J. P., Jr., Peterson, G. W.** (2018). The impact of a college course on students' career decision states. *Career Development Quarterly*, 66, 371-377. DOI: 10.1002/cdq.12157
- Morgan, J.** (2019, January). Review of the book A Strengths-Based Approach to Career Development Using Appreciative Inquiry (2nd ed.), by Donald A. Schutt, Jr. *Journal of College Student Development*, 60(1), 136-138. doi: 10.1353/csd.2019.0013
- Osborn, D. S., Dozier, V. C., Peterson, G. W., Bullock-Yowell, E., Saunders, D. E., & Sampson, J. P. Jr.** (2019). Cognitive information processing theory: Applications of an empirically based theory and interventions to diverse populations. In Arthur, N. & McMahon, M. (Eds.), *Contemporary theories of career development: International perspectives* (pp. 61-77). New York, NY: Routledge.
- Osborn, D., Murphy, D., Burbrink, I., & Hoover, M.** Florida State University Career Center, *Career Development Network Journal*, 34(2), 5-19.
- Sampson, J. P., Osborn, D. S., Kettunen, J., Hou, P. C., Miller, A. K., & Makela, J. P.** (2018). The validity of social media-based career information. *The Career Development Quarterly*, 66, 121-134. Retrieved from <http://dx.doi.org/10.1002/cdq.12127> doi:<http://dx.doi.org/10.1002/cdq.12127>



VISITORS



Representatives from the **Palm Beach County Sheriff's Office** visited and toured The Career Center to discuss recruiting needs and learn more about opportunities to partner and build their brand on campus.

The Career Center hosted Dr. Johanna Rantanen, Senior Researcher from **University of Jyväskylä, Dept. of Teacher Education in Finland**, who was here as a visiting scholar for a month to conduct research on Cognitive Information Processing (CIP) Theory.

Representatives from the **University of Southeastern Philippines** and **Ateneo De Davao University** visited The Career Center to learn more about career theory, alumni career services, and The Career Center's service delivery model.

Jared Meitler from **Kansas State University Career Center** visited The Career Center to learn about the Career Thoughts Inventory, CIP theory, working with exploratory students, and the undergraduate SDS 3340 course.

The Career Center hosted Shannette Holmes-Gilzeane from the **University of the West Indies** for a month to enhance her knowledge of career services including CIP theory.

The Career Center hosted representatives from **PAR**, the publishing company of the Self-Directed Search interest assessment to collaborate and discuss research and practical implications for the assessment and its use at The Career Center.

The Career Center hosted **Southwestern Advantage** to discuss recruiting initiatives.

Tin Lizzy's hosted a Lunch and Learn to discuss organizational culture and hiring needs.

The Career Center hosted Tim Moore from **Hendrick Auto Group** to discuss recruiting initiatives.

The Career Center hosted **Harley Davidson** to discuss recruiting initiatives.

The Career Center hosted Jonathan Nurse, **Federal Relations Director of FSU**, to discuss developing an internship program for current FSU students.

The Career Center hosted Arjen van Vliet, **Director of Career Services at the Utrecht University**, for a tour and discussion about career services and employer partnerships.

The Career Center hosted staff from the **University of Georgia Career Center** for a tour, networking, and breakout sessions to share best practices.

Career Center staff hosted **Downtown Music Publishing** where the Global Head of People committed to interviewing and conducting mock interviews with any FSU students who reach out to her, particularly if they are interested in the music publishing, or another entertainment field.

Representatives from **AppleCare College Program** visited The Career Center to discuss hiring needs and their training process.

The Career Center hosted four employers (**Enterprise, PatLive, Waffle House, and U.S. Navy**) to speak with Career Advisors in training on recruiting practices, what makes a great candidate, and how to help prep students to network at a career fair.

The Career Center hosted **FEMA** representatives for multiple tours of the Dunlap Success Center, information sessions, and on-campus interviews.

Career Center staff hosted a Deputy Assistant Secretary from the **U.S. State Department** for drop-in hours and a discussion on their recruitment needs for interns.

Career Center staff hosted representatives from the **Washington Center** for discussions on their recruitment needs and information sessions.

Career Center staff hosted staff from the **Memphis Teacher Residency Program** for a tour, info session, and discussion on their recruitment needs.



Career Center staff hosted **Turner Broadcasting** for a discussion on their recruitment needs for full-time jobs and internships, as well as their assistance request in getting connected to departments across FSU's campus.

Career Center staff hosted the non-profit **Major College & Career Prep** to discuss internship recruitment strategies and provide a tour of the Career Center and information about employer resources.

Career Center staff hosted the **Teach for China Working Holiday** director to discuss recruitment strategies for full-time opportunities abroad and provided an overview of career services and resources available.

Career Center staff hosted **Gulf Coast State College History Department** for a tour of the Career Center and an info session providing an overview of career services and available resources.

Career Center staff hosted the **Mercer University Center for Career & Professional Development** for a tour, breakout sessions, and networking.

Career Center staff hosted Jeanne Paquette, Vice President of Corporate Engagement & Auxiliary Services from the **University of Southern Maine** for a tour and overview of Career Center services.

Career Center staff hosted six law school admission panelists from five different states, to share quality law school application tips and conduct a Q&A with 20 attendees.

Career Center staff hosted representatives from **Lockheed Martin** for technical interviewing workshops, discussions on their recruitment needs, and information sessions.

The Career Center hosted five representatives from **Mindanao University of Science and Technology, Palawan State University, and Western Philippines University** who visited to learn more about career theory and The Career Center's service delivery model.

Career Center staff hosted a group of three **FSU Panama City Freshmen Pathway** students and two administrators at **Seminole Futures Career and Internship Fair**.

The Career Center hosted the **Office of Financial Aid, Office of the Provost**, and representatives from **Amazon** to finalize a partnership for the first off-campus federal work study positions.

Career Center staff hosted a delegation of 20 officials from the **Pakistan Ministry of Education** and other higher education institutions in Pakistan who visited The Career Center to learn more about preparing students for productive employment and The Career Center's service delivery model.

Career Center hosted Michael Meth, **Associate Dean of Research and Learning at FSU Libraries**, to discuss job opportunities for STEM majors as librarians.

Career Center staff hosted three visitors from **Quinnipiac University** to learn more about The Career Center's theory-based approach to career advising services, collaborative efforts with academic advising, and the liaison model for academic units.

Career Center staff hosted Lori Crowe from the **Making Miracles Group Home** of Tallahassee, for a tour of the Career Center library to learn about The Career Center's advising and counseling services available to the community and to discuss ways The Career Center can support the career development and employment needs of the women of the Making Miracles Group Home.

Career Center staff hosted the **University Network Benchmark** group, comprised of 31 career services leaders from public and private universities.



Visited

Career Center staff visited with the **National Museum of African American History and Culture Smithsonian** to learn more about their internship program with opportunities for students in ten cities and provided them with an overview of Career Center employer resources for recruiting on campus.

Career Center staff visited the **Institute for Nonprofit Innovation and Excellence** to provide an internship development workshop and meet with six nonprofit organizations, including **College Majors & Career Prep** and the **Tallahassee Community College Downtown Campus**.

Career Center staff visited the **Center for Advance Power Systems** in Innovation Park from Gulfstream Aerospace to discuss internships and full-time job opportunities.

The Career Center visited **Holy Comforter School** to tour the facilities and discuss hiring needs for internship positions.

Career Center staff visited **Sachs Media Group** to discuss their paid internships, specific interview questions, and recruiting needs and cycles.

Career Center staff visited **Proper Channel** to learn more about their talent needs and specific skills they look for when hiring interns and staff.

Career Center staff visited **The Zimmerman Agency** to gain further insight on hiring needs, specific characteristics, and expectations they have when interviewing, hiring and office culture.

Career Center staff toured **Covalent Reality** to view their innovative ideas for 3D-printing, virtual reality, app developments, and video design.

Career Center staff visited the **TCC Center for Innovation** to discuss how to best promote the space for institutional and community events.

Career Center staff toured **Seminole Productions** to get an inside look into the sports broadcasting that occurs on FSU's campus and learn how students can get involved in film production and set themselves up for internships and careers in this field.

The Career Center visited **Iconic Group** to tour their organization and discuss hiring needs for full-time and part-time employment, as well as ways to engage with FSU students and promote their brand.

The Career Center went on the **Tally Job Hop: Marketing Communication Edition** through Access Tallahassee and visited The Current Agency, VISIT FLORIDA, and Compass Marketing to take tours of their organizations and learn about the hiring process each have for experiential learning opportunities.

Career Center staff visited the **Guardian ad Litem** program to take a tour of their office and discuss their volunteer recruitment needs, processes, and hiring cycles.

Career Center staff visited **Tallahassee Memorial Hospital** to take a tour of their office and discuss their internship/volunteer/job recruitment needs, processes, and hiring cycles.

Career Center staff visited **Tallahassee Museum** to tour their office and discuss their internship/volunteer/job recruitment needs, processes, and hiring cycles.

Career Center staff visited **Play Big Therapy** to tour their office and discuss their internship, volunteer, and job recruitment needs, processes, and hiring cycles.

Career Center staff visited **Progressive Pediatric** to tour their office and discuss their internship, volunteer, and job recruitment needs, processes, and hiring cycles.

Career Center staff visited **DISC Village** to discuss their internship, volunteer, job recruitment needs, processes, and hiring cycles.

Career Center staff visited the **2-1-1 Big Bend** to take a tour of their office and discuss their internship and volunteer recruitment needs, processes, and hiring cycles.

Career Center staff visited the **Florida Department of Law Enforcement**, Intelligence Fusion Center, to tour their office and discuss internship and employment opportunities as well as what roles each intern can fill.

Career Center staff visited the **James Madison Institute** to tour their office and inquire about their internship program.

Career Center staff visited with the **Florida Housing Coalition** to inquire about their internship program and hiring needs.

Career Center staff visited the new internship coordinator at the **Florida Division of Emergency Management** to discuss the internship program and their recruitment needs.

Career Center staff visited the **Memphis Teacher Residency Program** for a two day orientation on opportunities available for students searching for graduate school or employment opportunities in education.

Career Center staff visited the **Crosstown Concourse**, home to at least 20 nonprofit organizations such as **Church Health**, **Crosstown High**, **City Leadership**, **Crosstown Arts**, **Tech 091**, **Teach for America**, and more for a tour and discussion on opportunities available for partnerships and recruitment needs.

Career Center staff visited the **Institute for Nonprofit Innovation and Excellence** for a tour, to develop a partnership, discuss recruitment needs for internships, and provide an overview of career services and resources available.

Career Center staff visited the **LeMoyne Arts Gallery** and Education Foundation for a tour, to discuss recruitment needs, and provide an overview of career services and resources.

Career Center staff visited the **The Museum of Florida History** to meet with staff to discuss recruitment needs and an overview of career services and resources available.

Career Center staff visited the **College of Motion Picture Arts Torchlight Program** to meet with the internship director and learn more about the program in order to assist with recruitment needs.

Career Center staff visited the **Navy Recruiting Station** to learn about the Health Scholarship Program available to pre-health students.

Career Center staff visited the **Tallahassee Orthopedic Clinic** to take a tour of their office and discuss their internship and volunteer recruitment needs, processes, and hiring cycles.

Career Center staff visited the **Titus Sports Academy** to take a tour of their office and discuss their internship and volunteer recruitment needs, processes, and hiring cycles.

Career Center staff visited **Alzheimer's Project** to tour their office and discuss their internship and volunteer recruitment needs, processes, and hiring cycles.

Career Center staff visited **Florida Baptist Children's Home** to tour their office and discuss their internship and volunteer recruitment needs, processes, and hiring cycles.

Career Center staff visited **Dermatology Associates** to tour their office and discuss their internship and volunteer recruitment needs, processes, and hiring cycles.

Career Center staff visited **Westminster Oaks** to tour their office and discuss their internship and volunteer recruitment needs, processes, and hiring cycles.

Career Center staff visited **Anchor Recovery Foundation** to tour their office and discuss their internship and volunteer recruitment needs, processes, and hiring cycles.

Career Center staff visited the **St. George's University** campus in Grenada to learn about the medical, veterinary, and health sciences schools, tour the campus, and network with pre-health advisors from other universities in the U.S. and Canada.

Career Center staff visited **Tallahassee Recording** to discuss internship opportunities for students interested in audio engineering, music production, and voice over narration and to discuss the possibility of collaboration on future

College of Music events and mentorship.

Career Center staff visited the **Southeastern Archeological Center** to discuss opportunities for visual artists.

Career Center Staff visited **Goldie Sound Productions** to discuss internship opportunities for students interested in audio engineering and for mentoring purposes.

Career Center staff visited **LeMoyne Arts** to discuss internship opportunities for students interested in working in multiple positions at a local art gallery.

Career Center staff visited **Gadsden Arts** to tour their museum and discuss internship opportunities for students interested in museum administration and art education.

Career Center staff visited the **Museum of Florida** history to discuss volunteer opportunities with their museum education program.

Career Center staff visited **B Sharp's Jazz Club** to discuss internship opportunities for Arts Administration students and Jazz Performance students.

Career Center staff visited **Epyon Technologies** to discuss internship opportunities for students interested in graphic design.

Career Center staff visited **Sanitation Products of America** to tour their office and discuss their internship, volunteer and job recruitment needs, processes, and hiring cycles.

Career Center staff visited **GeekSI** tour their office and discuss their internship, volunteer, and job recruitment needs, processes, and hiring cycles.

Career Center staff visited **Magnolia Wellness Center** to tour their office and discuss their internship, volunteer and job recruitment needs, processes, and hiring cycles.

Career Center staff visited the **Florida High Tech Corridor Talent Forum** to build and strengthen relationships with employers while learning about careers and quality of life in The Corridor.



2019 GOALS AND PRIORITIES

Career Center Strategic Priorities

- Promote students' career preparedness through career advising, counseling, programming, and instruction.
- Provide and expand experiential learning opportunities for students.
- Create collaboration between The Career Center, division, academic colleges, University, and community organizations to support students' career success.
- Increase employment, graduate, and professional school opportunities for students.
- Provide opportunities to enhance students' employability skills.
- Provide accountability for career services and student outcomes.
- Contribute to the career development profession worldwide.

Career Center Administration

The Administration team provides operational oversight, administrative and technical support, marketing, assessment, and outreach.

- Increase ePortfolio usage by creating partnerships with FIGs, Honors, and Liberal Studies (e.g. Formative Experience Courses) to integrate ePortfolios into the curriculum and/or requirements for the programs.
- Evaluate current assessment procedures with respect to assessment needs and goals. Set standards ("best practices") for assessment and evaluation of programs and services.
- Ensure Career Center brand/identity is aligned with new Division of Student Affairs and FSU institutional identities.
- Develop strategies to increase Garnet & Gold Scholar Society involvement and induction of FSU Panama City campus students.
- Evaluate opportunities to incorporate the NACE career competencies into the Synthesis evaluation of the Garnet & Gold Scholar Society.



Career Advising & Counseling (CAC)

The Career Advising and Counseling unit of the FSU Career Center is often the first stop for students in the Career Center.

- Expand the industry knowledge of CAC Staff and Career Advisors.
- Develop and propose, in collaboration with Career Center and campus partners, programming/workshops for diverse and non-traditional student populations: diverse abilities, first-generation college students/CARE, and transfer students.
- Create a CAC Handbook that incorporates Administrative Operations, Internship Site Expectations/Operations, and Research Site Expectations and Policies.
- Train Career Advisors to utilize and incorporate the Career Ready platform in Canvas during advising and counseling sessions to promote student utilization and increase employability skills.
- Collaborate with career liaisons and campus partners to develop digital co-curricular pathways for 15% of the undergraduate majors at Florida State University
- Increase the number of Pre-graduate/Professional School Advising appointments and Pre-graduate Programming attendees.
- Evaluate usage of library and print materials to strategically terminate, or revise, materials not being utilized.

Experiential Learning (EL Team)

The Experiential Learning Team increases access to diverse, right-fit experiential learning opportunities through continual employer outreach and development in addition to the administration of high-impact programs including job shadow, on-campus internships, mentorship, recognition programs, and funding sources.

- Restructure the Experience Recognition Program (ERP) to group student participants into five sections based on experience type (international, leadership, research, internship, and entrepreneurship/creative activity).
- Diversify the type of opportunities offered through FSUshadow and InternFSU by 10%.
- Have the Internship Council recognized as a formal standing university committee.
- Increase the number of Handshake postings for on-campus partners, greater Tallahassee, and Panama City area by 30%.
- Increase delivery of the “Internships 101” presentation to local employers by 25%, including ProfessoNole Mentor solicitation.
- Successfully submit an article to the NACE Journal detailing the Career Center’s role in student success and the university’s formative experience graduation requirement.

Employer Relations (ER Team)

The ER Team develops internal and external relationships that benefit both students and the university.

- Consult with departments on employers of interest, increase employer participation in events and services, and increase employer interaction with academic departments.
- Develop programming for specific populations (e.g., transfer, student athletes, CARE) via class presentations, workshops, tours, and online resources.
- Partner with the Greater Tallahassee Chamber of Commerce, TalTech Alliance, High Tech Corridor, Office of Economic Vitality and Enterprise Florida.
- Partner with CareerSource and other regional agencies, as identified.
- In alignment with the University Strategic Plan (Tactic B3.3), collaborate with the Alumni Association, the FSU Foundation, and college faculty/staff for assistance in encouraging alumni to “Hire a Nole” by actively participating in all recruiting events and activities, as well as encouraging alumni registration in ProfessoNole.

- Create a document of target employers, utilized by all staff in the employer development process that lists information such as status of relationship, contacts, and primary Career Center staff member.
- Generate specialized outreach programs aimed at encouraging Top 25 programs, graduate, and professional schools to participate in recruitment events (e.g., Information Sessions, Tabling, On-Campus Recruitment, Panels, Networking Socials).
- Target marketing to encourage institutions, schools, or registrants to attend the Graduate & Professional School Fair, the Law School Fair, and the FSU Graduate School Fair.
- Share and tag events on social media so students, alumni, and faculty/staff are aware of future opportunities.
- Increase student participation in and awareness of recruitment events to help generate employer interest and increase employer participation in recruitment.
- Host In-Service Meetings and Professional Development Trainings focused on employability skills and industry trends.
- Coordinate and invite staff to presentations and webinars on employability skills.



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Our valued partners and all employers recruiting at Florida State University give assurance that they are equal opportunity employers.



FLORIDA STATE UNIVERSITY
DIVISION OF STUDENT AFFAIRS

THE CAREER CENTER