



# Employer Handbook

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2023-2024



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

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**The FSU Career Center**  
Dunlap Success Center  
100 South Woodward Avenue  
Tallahassee, FL 32306-4162



## Office Hours

Monday - Friday, 8 a.m. - 5 p.m.

**@fsucareercenter**



**#HireANole**

[career.fsu.edu/hireanole](https://career.fsu.edu/hireanole)

[HireANole@fsu.edu](mailto:HireANole@fsu.edu)

## Reader's Note

This Handbook is filled with clickable links to Career Center resources as well as other resources across FSU's campus and beyond. If a word is underlined and in garnet ([link](#)), there is a link that will take you to a resource.

View full Employer Handbook at [career.fsu.edu/hireanole#handbook](https://career.fsu.edu/hireanole#handbook)

# FROM OUR INTERIM DIRECTOR

Dear Recruiters,

We are pleased to provide this handbook to ensure the effectiveness of your organization's recruiting efforts at Florida State University. For over 50 years, the FSU Career Center has been committed to providing linkages between employers and students, and we are confident our students at FSU are some of the best in the country.

I want to take this opportunity to thank Career Center sponsors and members of the Employer Partner Program who have made this publication possible. We appreciate your involvement with our Career Center team in developing a cooperative and productive relationship with FSU. Whether you are looking to fill a part- or full-time position and/or internship, our Employer Relations and Experiential Learning teams stand ready to source your talent via concierge services.

FSU is determined to stay a Top 20 Public University, and as we prepare students for success, your partnership is more important than ever. You, as organizational leaders, have the vision, the knowledge, the means, and the experience to help our students meet their professional goals. You are indeed one of our most significant assets today and tomorrow, and we could not accomplish what we do without your support and partnership.

The FSU Career Center is located in our state-of-the-art, 47,000 square-foot building, the Dunlap Student Success Center. We are asking that our employer partners consider sponsoring a room in The Career Center. This is an excellent opportunity to enhance your brand and show students your commitment to their success. Employer room sponsors will receive extensive campus-wide acknowledgment and visibility in support of their recruiting efforts at FSU.

The FSU Career Center uses NoleNetwork, a Symplicity platform, to support all of our recruiting programs. This platform offers FSU students opportunities to engage with employers across the globe and provides you the opportunity to post career opportunities with multiple schools through one system. Please use NoleNetwork for all your talent needs.

The quality of our students is high, and we believe that FSU is one of the more dynamic, energetic, and growing universities nationally. Once again, on behalf of The Career Center staff, thank you for your interest in our office and students. I am confident that we will further strengthen the professional partnership between your organization, FSU, and The Career Center. We look forward to working with you!

Sincerely,



Leslie Mille  
Interim Director, The Career Center  
Florida State University  
[lmille@fsu.edu](mailto:lmille@fsu.edu)  
850.644.6433

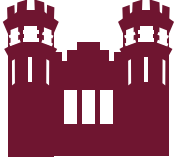




# WHY RECRUIT AT FSU?

## OUR UNIVERSITY

17 Academic Colleges  
**plus The Graduate School:** Applied Studies (FSU Panama City); Arts & Sciences; Business; Communication & Information; Criminology & Criminal Justice; Hospitality; Education/Health and Human Sciences; Engineering; Entrepreneurship; Fine Arts; ; Law; Medicine; Motion Picture Arts; Music; Nursing; Social Sciences & Public Policy; Social Work.



#19



Florida State University **retained its place in the Top 20** among national public universities in the 2023 U.S. News & World Report rankings, appearing in the top 20 for the fifth year in a row. FSU posted its highest-ever score in the peer assessment metric.



FSU has been designated as a **preeminent research university** by the Florida Legislature as a result of having met a set of rigorous benchmarks.



Florida State was selected for the **top award** in international education and study abroad programming by the Association for Public and Land Grant Universities.



**U.S. News & World Report** named FSU the No. 21 **Best Value College** for 2023. The university was also ranked No. 15 for “Best Schools for Internships” for 2023 according to The Princeton Review.



For the seventh consecutive year, FSU was recognized as a **Diversity Champion** by *INSIGHT Into Diversity* magazine. Sixteen total colleges and universities nationwide earned the honor in 2022.



*Military Times* ranked Florida State No. 30 in the “**Best National Universities for Veterans**” 2022 rankings.



FSU Panama City offers competitive degree programs (21 undergraduate and nine graduate programs) with small class sizes and personalized attention.

## OUR STUDENTS

**Total enrollment for 2022: 44,597**

- 32,795 Undergraduates
- 10,888 Graduates
- 58% Female; 42% Male

**Minority enrollment: 43.7%**

- American Indian or Alaska Native: 0.1%
- Asian: 3.4%
- Black or African American: 8.9%
- Hispanic: 20.6%
- Native Hawaiian or other Pacific Islander: 0.1%
- Nonresident alien: 5.4%
- Two or more races: 4.1%
- Race/ethnicity unknown: 1.3%



## OUR CAREER CENTER

- Devoted to providing excellent experiential learning opportunities for students. FSU ranked by the **Princeton Review** as one of the **Top 20 Best Schools for Internships** in the U.S.
- Hands-on **Career Advising, Counseling, and Instruction** team to help prepare your future employees for life post-graduation.
- Committed **Experiential Learning** team to assist you with recruiting interns and part-time employees. Career liaisons are your direct connection to a targeted student population on our campus.
- Skillful **Employer Relations** team to manage your full-time hiring, help your on-campus recruiting needs, and build your organization’s visibility at FSU.
- Talented **Tech Center** team assists practitioners with scholarly research and instruction.

# CAREER CENTER CONTACTS

## EMPLOYER RELATIONS TEAM

List full-time jobs, interview on campus, participate in career fairs, and more!



**Christy Mantzanas**  
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850.644.1902



**TBD**  
Senior Assistant Director



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Senior Assistant Director  
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**Amanda Shephard**  
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### Employer Relations Team

The Employer Relations team is committed to providing employers a seamless recruiting experience. Whether you are new to FSU or one of our long-standing partners, the Employer Relations team will connect you with services and programs and to faculty, staff, and administrators in order to help you identify talent. We know FSU students are some of the best in the country.

Florida State University (FSU) is a member of the **National Association of Colleges and Employers (NACE)**, the national professional association for career planning and recruitment. As a member of this association, FSU adheres to the Principles for Professional Conduct for career professionals, employers, and students. The principles support three basic precepts:

1. An open and free selection of employment opportunities.
2. A recruitment process that is fair and equitable to candidates and employing organizations.
3. Informed and responsible decision-making by candidates.

For more information, visit [naceweb.org](http://naceweb.org).



# CAREER CENTER CONTACTS

## EXPERIENTIAL LEARNING TEAM

List internships, part-time or seasonal jobs, register as a ProfessoNole Mentor, host a student for job shadowing, connect to major-related student organizations, participate in career panels, host workshops, and more!



**Tracey Dowling**  
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### Embedded Career Liaisons

Embedded in various academic units, Career Liaisons work to increase student engagement in experiential learning opportunities, deliver employability skills workshops, and coordinate networking events and career panels. Additionally, they collaborate closely with academic faculty, academic advisors, and student organizations. To see the most current list of Career Liaisons, head to

<https://career.fsu.edu/about-us/career-liaisons>

# ON-CAMPUS RECRUITING

## PROCEDURES

Recruit FSU students for full-time, co-op, part-time or seasonal, or internship positions in the Dunlap Student Success Center (DSC), third floor, and fill your hiring needs. Interviews are held Monday through Friday between 8:30 a.m. and 4:30 p.m.

On-campus recruiting is encouraged in the **fall** (end of September through November) and **spring** (February through April).

## PLANNING & SCHEDULING VISITS

Florida State University uses NoleNetwork to coordinate all on-campus recruiting (OCR) schedules. Reservations and interview details are made, scheduled, and finalized online.

For 2023-2024, we also offer employers the ability to schedule in-person interviews through NoleNetwork. Staff will be in contact to coordinate your scheduling.

## SCHEDULING OPTIONS

**1. Preselection** – Choose students that you would like to interview. The Career Center will give you access to the résumés of interested students through NoleNetwork. You may also include students you meet at Seminole Futures or the STEM Career & Internship Fair in your preselection list as long as the students are registered in NoleNetwork.

The names of preselected students and alternates must be chosen using NoleNetwork two weeks prior to the scheduled recruiting date.

**2. Open Sign-Up** – Create a schedule through NoleNetwork. Any student who is interested in the position and meets your requirements (major, degree, graduation date, GPA, and work authorization) is welcome to sign up for an interview automatically.

**3. Rooms Only** – Reserve a space for interviews and you can create your own schedule from students you connected with at an event, from a job posting, or from some other means. You will need to provide the schedule to staff when you arrive on campus.

Interested in scheduling an interviewing date? Have additional questions?  
Contact the Senior Assistant Director for Employer Relations at 850.645.5052 or email HireANole@fsu.edu



## REGISTER AS A NEW EMPLOYER

- Visit [career.fsu.edu/nolenetwork](https://career.fsu.edu/nolenetwork)
- Click “**Employer Login.**”
- Go to the “**Sign Up**” tab to create a new account.

**Note:** Once we approve your account, you will receive an email with a link to set your password.

## REQUEST A SCHEDULE

- Visit [career.fsu.edu/nolenetwork](https://career.fsu.edu/nolenetwork)
- Click “**Employer Login.**”
- Log in with your username (email address) and password (sent at initial registration).

**Note:** Use the “Forgot Password” tool if you do not know your password.

- In NoleNetwork, click on “**OCR/Interviews**” located in the left-side menu.
- Fill out all required fields for the request, add at least one job, and submit for review.
- Once your schedule is confirmed, you will receive additional information to help make your interviews a success.
  - **Pre-Select:** allows students to submit résumés for consideration, and then the employer chooses who they want to interview. Please make these requests at least three weeks in advance.
  - **Open:** any student who meets the qualifications set by the employer can automatically sign up for a slot. Request at least two weeks in advance.
  - **Room Only:** employers will create their own schedule, usually from students met at an event, job posting, or résumé book/referral.

## CHANGE OR CANCEL SCHEDULES

Changes and/or cancellations to scheduled date(s) or recruiting requirements will be accommodated if they are made at least three weeks prior to your recruiting date(s). Cancellations during this period are still accepted and no further action is necessary.

**Note:** Changes made less than three weeks prior to your recruiting date(s) will not give adequate time for publicity and may result in a less effective recruiting visit. Call the Senior Assistant Director for Employer Relations at 850.644.6493.



Once appointments are scheduled two weeks prior to your recruiting date, we feel that the commitment to honor those arrangements rests equally with candidates and employers. Therefore, changes by the employer resulting in cancellation of appointments should be followed by letters or emails from your organization to the candidates. Résumés can be obtained through NoleNetwork to facilitate this courteous contact. Candidates are bound to the same courtesies— they must write a letter of explanation if they do not give adequate notice of cancellation or do not appear for an interview. In fact, in some cases, students may be banned from further on-campus interviewing for missing scheduled interviews.

## CAREER CENTER SERVICES

### NOLENETWORK: A JOB LISTING SERVICE

Post full- and part-time job listings, internships, co-op positions, and externships specifically targeted to FSU students and alumni through NoleNetwork. There is no fee to post jobs to FSU. Visit [career.fsu.edu/nolenetwork](http://career.fsu.edu/nolenetwork) to log in.

### PROFESSIOLE MENTORS

Share your career journey with current students and build your organization's brand through ProfessioNole Mentors, an online network made up of alumni and friends of Florida State University. As a ProfessioNole Mentor, you will help students learn more about a particular career field, industry, discuss internship opportunities, or give advice about job searching. Become a mentor by visiting [career.fsu.edu/professionole-mentors](http://career.fsu.edu/professionole-mentors).

### FSUSHADOW

Build your brand on campus and identify talent through serving as an FSUshadow Host. The FSUshadow Program runs during academic breaks and provides matched single-day shadowing opportunities to students nationwide. Learn more at [career.fsu.edu/fsushadow](http://career.fsu.edu/fsushadow).



## INFORMATION SESSIONS/TABLING

Promote your organization and meet potential candidates by hosting an information session either in person or virtually. Please make requests at least one month in advance to help ensure space availability.

Reservations for on-campus information sessions should be made through NoleNetwork.

- Visit [career.fsu.edu/nolenetwork](http://career.fsu.edu/nolenetwork)
- Click **Employer Login** and log into NoleNetwork with your username (email address) and password.
- Within NoleNetwork, click on “Events” in the left-side menu, then “Information Sessions & Engagement Events.”
- Fill out all required fields for the request and submit for review.
  - The information in the form will help us determine location, marketing, and other aspects to better prepare for your event.
- Once your event is confirmed, you will receive a confirmation email with location and/or other important information.

Should your organization have materials that must be shipped, please clearly label the boxes with your organization name and send to the appropriate address.

**Information Sessions in the Student Services Building (SSB) or anywhere on main campus can be shipped to:**

**Florida State University Career Center  
Attention: Heather Lazar  
100 South Woodward Avenue  
Tallahassee, FL 32306**

Be sure to note that the materials are for an information session and also ensure that your organization name is clearly labeled. You may pick up your materials on the third floor of the Dunlap Success Center before 5 p.m.

**Information Sessions in the FAMU-FSU College of Engineering should be shipped to:**

**The College of Engineering Career Services  
Attention: Information Session – Organization Name  
FAMU-FSU COE Career Liaison  
2525 Pottsdamer Street  
Tallahassee, FL 32310-6046**

Audio/visual equipment will NOT always be available. Please bring a laptop to present with as rooms do NOT come with computers.

# CAREER EVENTS

Many career events are scheduled throughout the year both in-person and virtually to meet your recruiting needs.

## PART-TIME JOB & INTERNSHIP FAIR

Looking for part-time or seasonal help? Recruit FSU students through enhanced job postings in NoleNetwork highlighted through social media and direct advertising to those students actively seeking part-time jobs! Post your part-time jobs early to be a part of the fall and spring semester kick-off activities.

## STEM CAREER & INTERNSHIP FAIR

Connect with students seeking full-time, internship, and co-op opportunities in engineering, computer science, and other STEM-related industries. The STEM Career & Internship Fair is held in September and January at the FAMU-FSU College of Engineering.

## SEMINOLE FUTURES ALL MAJORS CAREER & INTERNSHIP FAIR

Our largest career fair, Seminole Futures brings thousands of students from all disciplines and backgrounds to the Donald L. Tucker Civic Center. Employers from all industries are invited to attend this event, held in September and January.

## GRADUATE & LAW SCHOOL FAIR

Represent your graduate program or law/professional program and share information with students about the application process, program requirements, and why the institution is the right fit for them.

## HEALTHCARE, EDUCATION, LAW ENFORCEMENT, & PUBLIC SERVICE (HELPS) FAIR

Connect with and recruit students interested in careers in healthcare, education, law enforcement, and public service.



## RÉSUMÉ CAFÉ & STEM RÉSUMÉ CAFÉ

Meet one-on-one with students prior to Career Fair week by providing résumé critiques in the Dunlap Success Center, the FAMU-FSU College of Engineering, and FSU Panama City.

## SEC & ACC VIRTUAL CAREER FAIR

Reach students from not only Florida State University but also the 28 other institutions in the SEC and ACC in this virtual fair.

## FINAL SPRING CAREER & INTERNSHIP FAIR

Looking to fill any last-minute part time, full time, or summer jobs? Let our Final Spring Career & Internship Fair help fill your positions!

## STATEWIDE JOB FAIR

Reach students from Florida State University and 27 other institutions in the SEC and the ACC in this virtual fair to fill your hiring needs.

**Participating in Career Center events provides employers the opportunity to directly connect with qualified students.**

Contact the Employer Relations team at 850.644.0796 or [HireANole@fsu.edu](mailto:HireANole@fsu.edu).



# RECRUITMENT CALENDAR

## FALL 2023

In-person events listed in garnet

Virtual events listed in blue

DATE	EVENT
August 28	Classes begin
August 30	Part-Time Job Fair
September 4	Labor Day   <b>University closed</b>
September 12	STEM Résumé Café
September 14	All Majors Virtual Résumé Café
September 18	All Majors Résumé Café
September 19	STEM Career & Internship Fair
September 21	Seminole Futures All Majors Career & Internship Fair
October 20	Homecoming Weekend begins
October 25	Graduate & Law School Fair
November 11	Veteran's Day   <b>University closed</b>
November 23	Thanksgiving   <b>University closed</b>
December 8	Last Day of classes
December 15	Commencement
December 19-21	FSUshadow

## SPRING 2024

DATE	EVENT
January 8	Classes begin
January 9	Part-Time Job Fair
January 15	Martin Luther King, Jr. Day   <b>University closed</b>
January 16	STEM Résumé Café
January 18	All Majors Résumé Café (Virtual)
January 22	All Majors Résumé Café
January 23	STEM Career & Internship Fair
January 25	Seminole Futures All Majors Career & Internship Fair
March 27	Health, Education, Law Enforcement, & Public Service (HELPS Fair)
March	FSU Panama City Campus Fair
March 9-17	Spring Break
March	FSUshadow
April	SEC & ACC Virtual Career Fair
April 17	Final Spring Career Fair
April	On-campus interviews end
April 26	Last Day of Classes
May 3	Commencement

# TIPS FOR SUCCESSFUL ON-CAMPUS RECRUITING

## PRESELECT STUDENTS

Be sure that you have identified all preselected students in NoleNetwork two weeks prior to your visit.

## PROVIDE RECRUITERS WITH NECESSARY INFORMATION

Often, those making arrangements for on-campus interviews and receiving our information are not the ones visiting campus to recruit. Please be sure that those coming to campus and conducting the interviews are provided all scheduling, location, procedure, and contact information.

# TIPS FOR A SUCCESSFUL CAREER FAIR\*

## KNOW YOUR AUDIENCE

Knowing FSU's student demographics and population characteristics is important. To learn more about our students, visit [career.fsu.edu/stats](https://career.fsu.edu/stats) or [ir.fsu.edu](https://ir.fsu.edu).

## SEND YOUR FSU ALUMNI TO CAMPUS

FSU alumni are proud of their institution and love to return to their alma mater. Alumni can serve as great advertisements for your organization, especially when they are sharing your organization's brand and message with students.

## REFLECT ORGANIZATIONAL DIVERSITY

Diversity, equity and inclusion are a top priority for FSU students. Showcasing your organization's commitment by bringing representatives to campus from diverse backgrounds is an ideal way to attract strong applicants.

## STAFF YOUR BOOTH APPROPRIATELY — PREPARE FOR PEAKS & VALLEYS

Our peak hours are 10:30 a.m. to noon and 1 to 4 p.m. at Seminole Futures. If possible, arrange to have more than one recruiter at your booth during those times.

## INTEGRATE TECHNOLOGY

Multimedia displays and impressive technology will attract students to your booth; however, remember to complement the display with knowledgeable team members. Check with Career Center staff regarding your technology needs.

## GIVEAWAYS ATTRACT JOB PROSPECTS

Name recognition and recall go a long way. Identify promotional materials that will arouse interest and link to your recruiting message. Always have enough to make it through the day.

## BE CAREFUL ABOUT SHIPPING MATERIALS & HAVE A BACK-UP PLAN

We provide shipping instructions in your career fair confirmation; however, you should always have a Plan B in case your materials don't arrive. Your fellow recruiters recommend carrying at least 50 copies of materials with you, just in case.

## PURSUE SEVERAL GOALS AT THE CAREER FAIR

Make your time in Tallahassee as productive as possible. In addition to attending the fair, schedule opportunities to meet with key people on campus. Faculty members, Career Center staff, and relevant student organizations may be valuable resources in your recruiting efforts.

## FOLLOW UP

Once you have attracted a quality group of prospective employees, do not miss the opportunity to keep them interested. Determine your follow-up strategy prior to the fair.

\*Condensed with permission from the National Association of Colleges & Employers (NACE).





# EMPLOYER INTERNSHIP GUIDE

“An internship is a form of experiential learning that integrates knowledge and theory learned in the classroom with practical application and skills development in a professional setting. Internships give students the opportunity to gain valuable applied experience and make connections in professional fields they are considering for career paths; and give employers the opportunity to guide and evaluate talent.”

*National Association of Colleges and Employers (NACE, 2020)*

## INTERNSHIP OVERVIEW

Historically, full-time, entry-level hires converted from an employer’s own internship program are more likely to persist with the employing organization than their counterparts who have no experience or who gained experience through another organization’s program.

Internships are hands-on work or service experiences:

- Related to the student intern’s major or career goal
- Paid or unpaid
- Student may or may not receive academic credit
- Involves work in a professional setting
- Supervision provided by practicing professionals in the field
- Guided by predetermined learning outcomes, which the intern engages in and reflects upon throughout the duration of the experience

## INTERNS PROVIDE

- Fresh ideas on problems facing the organization
- Assistance with projects/tasks that need completing
- Insight on new approaches and business solutions
- Feedback on your products and services from young consumers
- Opportunities to screen and work with potential entry-level employees prior to making a full-time employment commitment

## INTERNSHIP OUTCOMES

- Increased brand visibility and product knowledge for your organization at FSU
- A training program and talent pipeline for future full-time professionals within your organization
- Management experience and leadership skills growth for your entry-level employees
- Showcase long-term career opportunities within both your organization and your industry.

**Internship employers typically recognize University Holidays, breaks, and closures, allowing student interns to put studies first.**

**One benefit of converting interns into full-time hires is stronger employee retention rates.**

- 51.8%** internal intern to full-time hire conversion rate.
- 75%** of internal interns converted to full-time were retained after one year.
- 50%** of full-time hires with external internship experience were retained after one year.

*National Association of Colleges and Employers (NACE, 2022)*

## INTERNSHIP TYPES

- Apprenticeship
- Clinical
- Cooperative Education (Co-Op)
- Fellowship
- Field Work
- Practicum
- Research Assistant
- Service Learning
- Student Teaching
- Volunteer

## INTERNSHIP LENGTHS

Typically, internships last 10-12 weeks and run on the same timeline as academic semesters:

- **Fall** (Late August - Early/Mid December)
- **Spring** (Early January - Late April/Early May)
- **Summer** (Mid-May - Early/Mid August)



# INTERNSHIP COMPENSATION

Interns are typically paid more than minimum wage in your state.

Internship positions fall under the U.S. Department of Labor's Fair Labor Standards Act (FLSA).

For an unpaid internship position with a for-profit employer, interns must be gaining experience directly correlated with their major or academic coursework and receiving ongoing professional development and mentorship.

## \$20.82

**Current average hourly wage for interns at bachelor's degree level.**

*National Association of Colleges and Employers Guide to Compensation for Interns & Co-Ops (NACE, 2022)*

## US DEPARTMENT OF LABOR FACT SHEET #71

The Federal Labor Standards Act requires "for-profit" employers to pay employees for their work. Interns and students, however, may not be "employees" under the FLSA—in which case, compensation for their work is not required.

For more information, visit [bit.ly/DoLFactSheet71](https://bit.ly/DoLFactSheet71).

**For-profit organizations that choose to host unpaid interns typically provide alternative forms of compensation, such as:**

- A monthly, semester, or project-based stipend
- Housing or a housing allowance
- Meal provision or reimbursement
- Parking/transportation reimbursement
- Sponsored membership to a professional development organization
- Attendance at local, regional, or national professional development trainings or conferences
- Academic scholarships



# INTERNSHIPS & ACADEMIC CREDIT

Enrolling in an academic course during an internship means the student will be paying tuition.

For 2023-2024, the in-state rate per credit hour at the undergraduate level is **\$215.55** + fees. A typical three-credit course is **\$646.65** + fees.

*Florida State University Student Business Services*

**Students do not have to be receiving academic credit from FSU in order to engage in an internship.**

Stipulations and guidelines impacting financial compensation and preventing students from being paid for their work if they are receiving college credit are discriminatory.

At FSU, academic credit is always at the discretion of the academic department/program (e.g. Political Science Department or Professional Sales Program) or the college/school (e.g. College of Business or Dedman College of Hospitality).

Not all FSU majors offer an academic internship course. If they do:

- Eligibility requirements for academic internship courses can vary depending on year in school, degree level and major.
- Most for-credit academic internship courses are limited to upper-level students.

After a student secures an internship, the responsibility lies with the student, not the employer, to explore the potential to earn academic course credit.

Organizations hiring interns should design their internship program around their own needs, not academic course requirements.

When recruiting for your internship program, you can emphasize your organization's willingness to complete any needed forms to facilitate a student earning academic credit.

## ALTERNATIVES TO ACADEMIC CREDIT

While the FSU Career Center does not grant academic credit for internships, we do offer a program for FSU students to earn recognition from FSU for completing an internship.

### Experience Recognition Program (ERP)

The ERP program facilitates students' professional development and growth through goal-setting, reflection, and self-evaluation. Students can earn recognition in one of two ways:

1. Certificate
  - Receive a Certificate of Completion
  - Upload certificate to LinkedIn or ePortfolio
2. Transcript Notation
  - Participate in zero (0) credit hour virtual course
  - Graded on S/U scale

Visit [career.fsu.edu/erp](https://career.fsu.edu/erp) to learn more.



## Can I use this internship/co-op for academic course credit at FSU?

Contact your major's internship coordinator to get the appropriate paperwork. If our internship fits your academic program's requirements, we're happy to work with you to fulfill requirements and complete paperwork, when possible.

**As Universities grant academic credit, an internship employer cannot guarantee that their internship will qualify for academic course credit. However, students always appreciate employers willing to work with their university in order for them to earn academic course credit.**

## LAUNCHING AN INTERNSHIP PROGRAM

Converting students who have taken part in your internship program into full-time employees is often a primary goal for most organizations.

As you think about hosting an intern, it is important to make sure your organization is ready.

Hosting a successful intern requires:

- **Time** – someone to train, supervise, and mentor
- **Physical/financial resources** – work space, computer/internet access, telephone/voicemail, etc.

The best-laid plans actually do make for the best internships – and create the most value for both the employer and the intern. So, it is worth the extra work in the beginning to assess your organizational need and readiness.

### ASSESS ORGANIZATIONAL NEED:

- Are there back-burner projects that you would like to see completed?
- Is there a big project or peak season when your organization needs extra help?
- Do you have a specific employee that would benefit from extra short-term assistance?
- Do you have any existing resources or programs that need an update?
- Do you have a great idea that your organization needs help launching?

### ASSESS ORGANIZATIONAL READINESS:

- Does your organization have both the time and resources to develop and mentor an intern throughout the entire experience?
- Is there a physical space for the intern to complete work equipped with the necessary technology?
- Can you develop a clear plan of how the intern can effectively contribute to your goals?

- Do you have a supervisor with some degree of expertise in the area in which the intern will be working?
- Who will be responsible for planning and executing your intern's onboarding and offboarding process?
- Does your organization have the supervision structure to ensure the intern is meeting organization standards?

## DEVELOPING A COMPELLING POSITION DESCRIPTION

Your internship position description is often the first impression a student has of your organization! Well-developed internship position descriptions always garner the most interest and applications from student candidates.

When crafting your position description, we recommend including the following:

### 1. Why should a student choose your internship opportunity?

Incorporate a compelling (short) description of your organization.

FSU students may not be familiar with your organization, so adding details builds interest about your mission and community impact.

**Example:** "Our solutions allow our clients to increase productivity and profits. We're no strangers to the IT industry; we've been in business for 30+ years."

Lead with a concise overall statement describing the internship opportunity.

**Example:** "The Event Management Intern will work directly with the Event Planner to plan and execute a flawless annual conference welcoming 5,000 professionals for a week-long continuing education program."

Use adjectives that accurately describe the work environment and culture (team-oriented, fast-paced, etc.).

**Example:** "We're a big company that feels like family, with offices across the U.S. and the globe. When you become our colleague, you join a family of innovators dedicated to making big things happen every day."

### 2. What will the intern gain from choosing your opportunity?

Provide a description of what the intern will learn from this opportunity.

**Example:** "Experience will be gained in event planning, volunteer management, B2C communications, community grassroots marketing, and vendor management."

Brag on the supervisor – students want to know who will mentor them!

**Example:** "The intern will work under a supervisor, with the opportunity for mentorship, that has 20+ years of experience running multimodal communication strategies for Fortune 500, large non-profits, and lobbying organizations."

Provide a description of any professional development opportunities available to students.

**Example:** “Perks of working with our office include networking with a world-class team, attending meetings with high-level leadership, your own office, and an occasional ice cream or coffee outing (maybe even lunch!). And, we have an on-site fitness center.”

### 3. What skills are needed for an intern to succeed in your internship program?

Articulate the specific qualifications and skills. Avoid being vague.

**Example:** “Excellent quantitative problem-solving and analytic skills. Ability to communicate financial and economic concepts in verbal and written forms. Capable of managing multiple projects and meeting deadlines. Experience doing empirical research with large data sets.”

Typically, employers begin recruiting interns **eight months** before their start date.



# SETTING YOUR INTERN UP FOR SUCCESS

## ORIENTATION

Intern orientation should be held on or before the first day of work.

In preparation for their arrival, you can make them feel valued by pre-ordering any nametags, branded shirts, door plaques, business cards, etc.

Before they arrive, set up their assigned work area including a telephone, computer, internet, voicemail, etc. and stock with office supplies.

And remember, this may be your intern's first professional experience, so you may need to have a more detailed orientation than with a full-time hire. Consider including the following:

### Describe the organization's history

- Where did it begin?
- How has the organization changed? What triggered those changes?
- What are the organization's future goals?

### Explain the organizational structure

- Provide a copy of your organizational chart. Explain how the team/departmental groupings were created.
- Take time to explain the specific reporting structure for the team the intern works on.
- Provide the intern with personnel resources – who can and should answer future questions on the organization structure?

### Outline organizational rules, policies, decorum, and expectations

- Is there special company or industry jargon the intern needs to know?
- Reiterate specific work standards and procedures including dress code and office norms.
- Detail any policies around using technology, printing, or using work phones for personal business.
- Explain any security or confidentiality policies.
- Explain protocol and use of break rooms (including refrigerators, microwave, communal coffee pots, etc.).
- Provide initial (and ongoing) training on mail, telephone, email, and other systems that will be utilized for work.
- What local, state and/or federal guidelines or law apply to the intern's work?
- What safety regulations must the intern abide by?
- How should they order or request office supplies?

If there are any **FSU Alumni** or recent hires, take time to specifically introduce them or have that employee spend time with the intern on their first day to create an informal mentor relationship.

Your intern may feel more comfortable approaching them in the future with questions that they may be too embarrassed to ask their supervisor.

## SUPERVISION

### DEVELOPING LEARNING GOALS

Develop learning goals with your intern to identify outcomes and desired experiences. Learning goals should be SMART (Specific, Measurable, Attainable, Realistic, and Time-bound). To ensure time is spent productively, collaborate with your intern to create these goals. Learning goals may relate to:

#### Job Skills (“Hard Skills”)

- Concrete skills the intern hopes to obtain or build, such as learning to follow or perform appropriate procedures, utilize special equipment/technology, and execute specific methods or job-related tasks.

#### Personal/Professional Skills (“Soft Skills”)

- Less tangible skills and competencies the intern hopes to cultivate such as self-confidence, working effectively with others, professional etiquette, networking, time management, organization, and decision making.

#### Career Field/Industry Knowledge

- New information regarding the company, industry, occupation, or job duties.

### DETAIL YOUR SUPERVISION STYLE & EXPECTATIONS

- How much access to you does the intern have?
- What is your preferred communication style?
- Is there a procedure you want to follow for reviewing completed work?
- What periodic forms or reports do you want the intern to complete?
- What tasks can be completed without your approval?

### PROVIDE ONGOING FEEDBACK

Interns will look to their supervisors for guidance in navigating their transition to the professional world. Meet with your intern regularly.

Make sure to reinforce positive attitudes and encourage your intern to keep a portfolio of work throughout the experience.

This will help your intern reflect when the internship has been completed and will provide a sense of accomplishment and professional growth.

### PROVIDE PROFESSIONAL DEVELOPMENT

- When possible, allow your intern to shadow you and other organizational leaders during meetings, presentations, conference calls, sales pitches, etc.
- Take your intern to any local professional development sessions/trainings or trade shows.
- Set up intra-organizational job shadow opportunities to provide a full picture into your organizations.
- Schedule informational interviews with your peers and mentors to provide a deeper look into career paths and advancement opportunities in your career field or industry.

Make your intern feel like part of your team!

## EVALUATING YOUR INTERN

When evaluating your intern, be sure to include feedback on their timeliness and ability to take and follow direction. Mention areas that need growth and development, as well as areas in which the intern excelled.

Internships are experiential learning opportunities designed to enhance academic coursework. It is recommended that intern evaluations mimic the rhythm of an academic semester:

#### The first evaluation

- When: One to three weeks after orientation, onboarding, and training are complete
- Goal: Ensure everyone’s initial expectations are being met

#### The second evaluation

- When: Mid-point of the internship
- Goal: Assess progress made towards agreed-upon learning goals and determine if additional resources are necessary to complete assignments. Provide constructive feedback on areas of professional growth.

#### The final evaluation

- When: Last week of the internship
- Goal: Both supervisor and intern can reflect on the experience, celebrate successes, assess professional growth, and constructively discuss areas of improvement for both the intern and the internship program.

Questions? Contact:  
[HireANole@fsu.edu](mailto:HireANole@fsu.edu)



# UNIVERSITY CONTACTS

## UNIVERSITY OFFICERS

President.....	Richard McCullough
Provost and Executive Vice President for Academic Affairs.....	Jim Clark
Vice President for Faculty Development and Advancement.....	Janet Kistner
Senior Vice President for Finance and Administration.....	Kyle Clark
Vice President for Student Affairs.....	Amy Hecht
Vice President of Research.....	Stacey Patterson
Vice President for University Advancement.....	Marla Vickers
Chief of Staff .....	Marissa Langston
Assistant Vice President for University Communications.....	Dennis Schnittker

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Yvonne Parnell .....	850.644.7590

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Brenda Mills.....	850.645.4840

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Erica Francis.....	850.644.4361

### Nursing

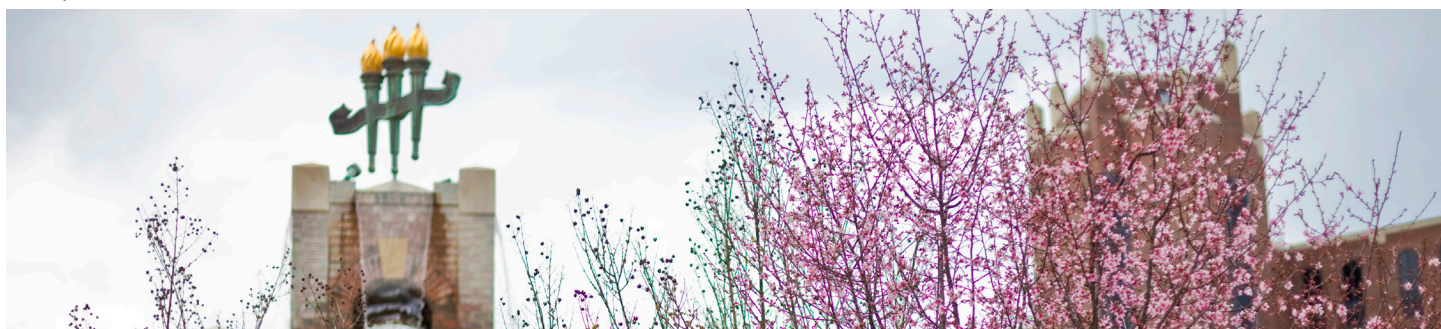
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Tonja Guilford. ....	850.644.5488

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### Communication Science & Disorders

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### Neuroscience

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### Statistics

Dr. Xufeng Niu.....850.644.4008

### Studio Art

Jeff Beekman.....850.644.1326

### Theatre

Dr. Kris Salata.....850.644.6796

### Urban & Regional Planning

Dr. Jeff Brown.....850.644.8519

# STUDENT ORGANIZATIONS

Florida State University has **more than 750** Recognized Student Organizations (RSOs) on campus.

## ENGAGE WITH RECOGNIZED STUDENT ORGANIZATIONS

Promote your visit by engaging with recognized student organizations. Meeting with relevant multicultural, academic, honorary, and pre-professional student organizations can maximize visibility during your visit to FSU and help build connections with students when recruiting on campus.

Registered student organizations are always seeking guest speakers, workshops or other presentations to enhance the professional development of their members.

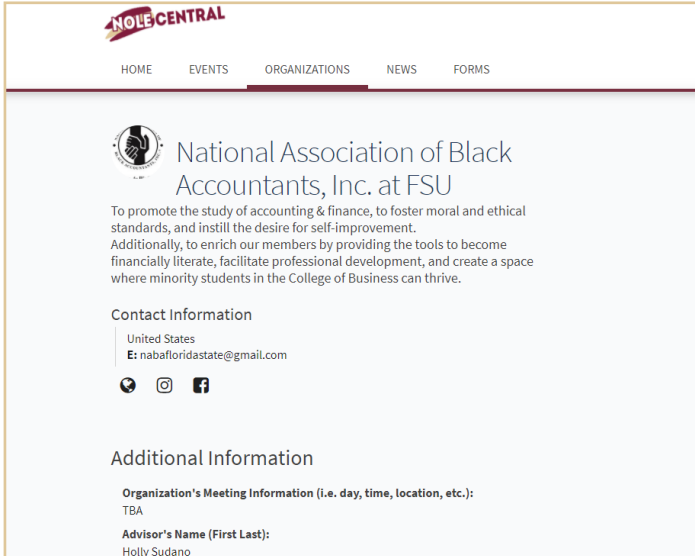
## EXAMPLES OF RECOGNIZED STUDENT ORGANIZATIONS

- American Marketing Association
- Collegiate Veterans Association
- Cybersecurity Club
- Economics Club
- Engineers Without Borders
- Health Occupations Students of America
- STARS (Students & Technology in Academia, Research & Service) Alliance
- Student Association of Social Workers
- Women in Accounting

## FIND AN ORGANIZATION

Through Nole Central, you can search recognized student organizations that align with your organization's target recruiting profile. For a complete listing of FSU student organizations, visit [nolecentral.dsa.fsu.edu](http://nolecentral.dsa.fsu.edu).

Once you identify one or more RSOs, click on the RSO name to open the contact card. From there you can reach out to the RSO leadership and/or the faculty/staff advisor.



The screenshot shows the Nole Central website interface. At the top, there is a navigation menu with links for HOME, EVENTS, ORGANIZATIONS, NEWS, and FORMS. The main content area displays the profile for the National Association of Black Accountants, Inc. at FSU. It includes the organization's logo, a brief description of its mission to promote accounting and finance studies and foster ethical standards, and contact information such as the United States location and the email address nabafloridastate@gmail.com. Social media icons for Twitter, Instagram, and Facebook are also present. Below the contact information, there is a section for 'Additional Information' which includes fields for 'Organization's Meeting Information (i.e. day, time, location, etc.):' (currently TBA) and 'Advisor's Name (First Last):' (currently Holly Sudano).

For FAMU-FSU College of Engineering student organizations, visit [eng.famu.fsu.edu/student-organizations](http://eng.famu.fsu.edu/student-organizations).

If you would like to strategize which RSOs best align with your campus recruiting strategy, simply reach out to a member of the Career Center team.





# CAREER CENTER EXECUTIVE SUMMARY 2022-2023



## CAREER ADVISING/COUNSELING/ LIBRARY

17,818 contacts



## CAREER OUTREACH PROGRAMS

493 programs; 13,900 participants



## CAREER PLANNING CLASS, SDS 3340

12 sections; 258 students



## CAREER FAIRS AND EVENTS

23 fairs; 1,282 employers; 11,473 students



## COOPERATIVE EDUCATION, INTERNSHIPS & PART-TIME JOBS

15,955 academic internships;  
29,060 experiential learning opportunities; 2,367  
student employment positions



## MOCK INTERVIEWS

453 interviews conducted



## EMPLOYER ENGAGEMENT

2,611 employer interviews and info sessions



## DIGITAL RECOGNITION PROGRAMS

7,864 new Career Portfolio users



## JOB LISTINGS & RESUME REFERRALS

56,347 job listings advertised through our  
career management system, NoleNetwork



# PARTNER WITH FLORIDA STATE

To be the best Career Center possible, we need help from friends of Florida State University who share our commitment to the career growth of FSU students and the development of knowledge in this field. Join us by investing in the lives of future generations, and help us prepare students for the workplace.

## ROOM SPONSOR

The Career Center is located in the state-of-the-art Dunlap Student Success Center in the heart of FSU's campus. The building, which comprises approximately 47,000 square feet of space, houses classrooms, resource centers, meeting rooms, and offices.

Room sponsors benefit from increased visibility on campus and will receive the following benefits:

- A **plaque** naming their room.
- **Logo placement** on flat screen televisions, on The Career Center website, and in several annual publications targeting students, faculty, and other FSU recruiters.

Rooms available for sponsorship include:

- State-of-the-art interview rooms at **\$30,000**.
- Conference and meeting rooms at **\$50,000**.
- Six-room interview suites at **\$100,000**.
- Large, public Career Center rooms at **\$100,000**.

## GOLD PARTNER: \$5,000

Membership includes:

- Registration fee waived for up to three career events during the academic year.
- Additional incidentals for each career fair waived, including up to eight additional participant fees, an extra table at your booth, and electrical access.
- Priority placement at in-person and virtual career fairs.
- Corporate logo displayed on the Seminole Futures entrance display and your career fair booth signage.
- Full-page ad in the Career Guide, distributed to FSU students throughout the academic year, and special recognition on the Seminole Futures student fair guide.
- Corporate logo displayed on The Career Center website at [career.fsu.edu/Current-Partners](http://career.fsu.edu/Current-Partners) and in NoleNetwork.
- Corporate logo displayed on flat-screen TVs throughout the Dunlap Success Center.
- Organizational spotlight in our student newsletter and via social media outlets.
- Access to Résumé Books (an online database of résumés).
- Preferred participation in speaker panels/forums, workshops, classes, and mock interviews.
- Use of the Dunlap Success Center for information sessions and receptions.
- Membership in the Employer-in-Residence Program.

## GARNET PARTNER: \$3,000

Membership includes:

- Registration fee waived for up to two career events during the academic year.
- Up to six additional participant fees for each career fair waived.
- Priority placement at in-person and virtual career fairs.
- Company name displayed on the Seminole Futures entrance display.
- Twenty five percent discount on full-page advertisement in the Career Guide, distributed to FSU students throughout the academic year, and special recognition on the Seminole Futures student fair guide.
- Company name listed on The Career Center website at [career.fsu.edu/Current-Partners](http://career.fsu.edu/Current-Partners).
- Organizational spotlight in our student newsletter and via social media outlets.
- Access to Résumé Books (an online database of résumés).
- Preferred participation in speaker panels/forums, workshops, classes, and mock interviews.
- Membership in the Employer-in-Residence Program.

**Contact Employer Relations Program Director  
at 850.644.1902**

## EMPLOYER-IN-RESIDENCE PROGRAM

The Employer-in-Residence program provides an inclusive venue for employers to host on-campus and/or virtual activities where students will gain career-related information and advice from industry professionals. Garnet and Gold Partners get automatic membership in this program.

Participate in:

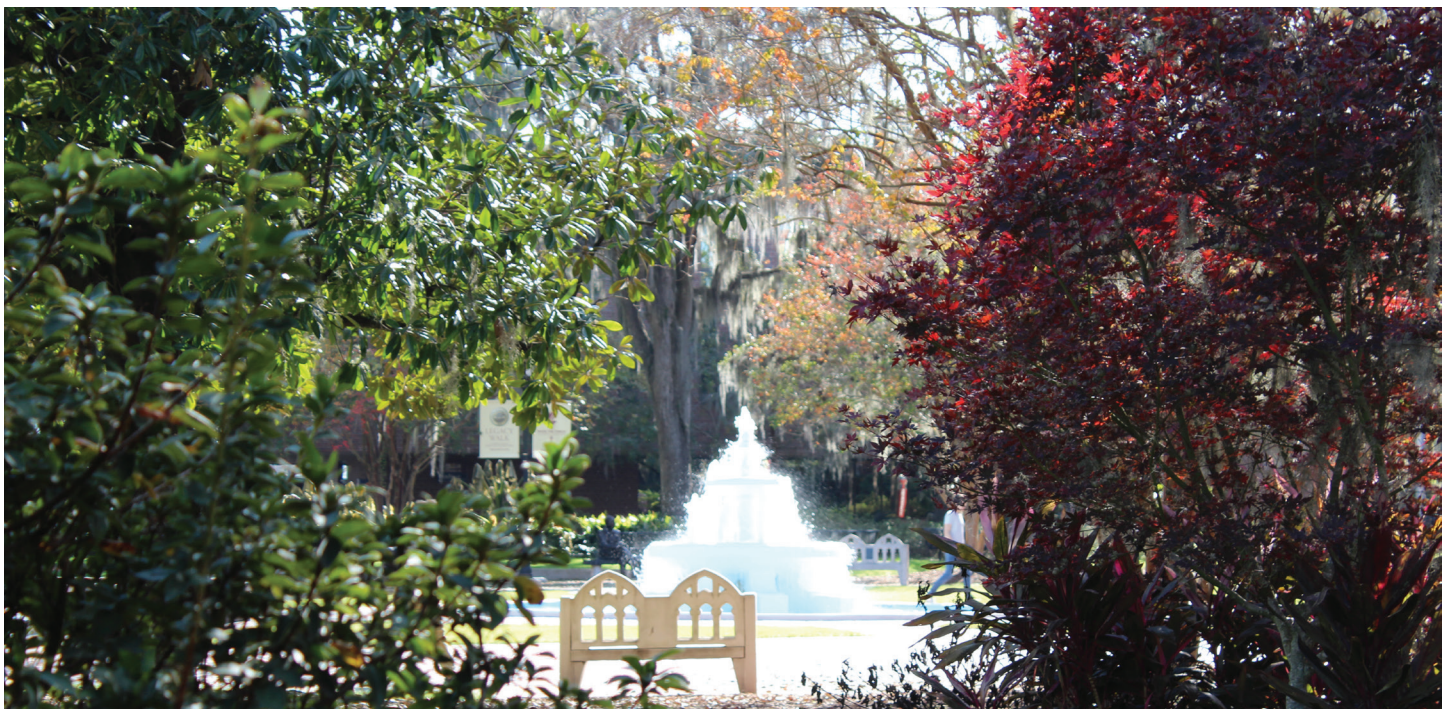
- Résumé critiques
- Career advice sessions
- Mock interviews
- Professional networking

During your visit, you can have your own office at The Career Center that you may call your "home base" or be placed in The Career Center Library for high student traffic.

**Contact Employer Relations Senior Assistant  
Director at 850.644.9771**



Organizations who wish to increase their level of participation and establish a high-profile recruiting presence at Florida State University are invited to become a Partner. Join this distinguished group of organizations who directly support student career development and employment programs by actively participating in recruitment activities.	<b>Gold Partner</b>  <b>\$5,000 Annual</b>	<b>Garnet Partner</b>  <b>\$3,000 Annual</b>
Career Fair/Events Registration Fees Waived (per year)	3	2
Total Fair Participants	8	6
Priority Placement at Fair	√	√
Corporate Name or Logo (with hyperlink to employer website) on Homepage of Career Center Website and on Career Center TVs	Logo	Name
Special Recognition on Student Fair Guide & Career Guide	√	√
Preferred Participation in Speaker Forums, Workshops, and Classes	√	√
Organization Spotlight in Student Newsletter and on Social Media	√	√
Full-Page Ad in Career Guide	Free	25% Discount





# OTHER SPONSORSHIP OPTIONS

Support events and programs hosted by The Career Center including networking nights, the Internship Fund, the Student Ambassador Program, the ProfessoNole Clothing Closet, and more! These funds allow us to continue providing high-quality student career development and employment programs.

## FRIENDS OF THE CAREER CENTER

**Unlimited amount with base contribution of \$100**

Former students and friends of FSU can give back to services that benefitted their career success or a family member's career success.

Contact **Leslie Mille**, Associate Director  
850.644.6433 • [lmille@fsu.edu](mailto:lmille@fsu.edu)

## CAREER ADVISOR SCHOLARSHIP

**Unlimited amount with base contribution of \$100**

Support graduate students preparing for professional positions in career counseling and human resources. Those contributing will receive name recognition on a plaque located in The Career Center.

Contact **Robert Reardon**, Ph.D., Professor Emeritus  
[rreardon@fsu.edu](mailto:rreardon@fsu.edu)

## INSTRUCTOR SUPPORT FUND

**\$100**

Provide financial assistance to support graduate students who teach The Career Center's career development course.

Contact **Robert Reardon**, Ph.D., Professor Emeritus  
[rreardon@fsu.edu](mailto:rreardon@fsu.edu)

## CAREER ADVISOR ENDOWMENT SPONSOR

**\$30,000**

A gift of this amount or more provides for the naming of a permanent endowment fund for a Career Advisor Scholarship.

Contact **Robert Reardon**, Ph.D., Professor Emeritus  
[rreardon@fsu.edu](mailto:rreardon@fsu.edu)

## PROFESSIONOLE CLOTHING CLOSET

**Unlimited amount with base contribution of \$500**

The ProfessoNole Clothing Closet provides students access to professional, interview-appropriate attire, alleviating an obstacle that could potentially stand in the way of their success.

Contact **Heather Lazar**, Associate Director  
850.644.6493 • [hlazar@fsu.edu](mailto:hlazar@fsu.edu)

## STUDENT AMBASSADOR PROGRAM

**\$1,500**

Work directly with our Student Ambassadors, who strengthen The Career Center's engagement with the FSU community on a peer-to-peer level.

Contact **Tori Andrews**, Assistant Director, Career Events  
850.644.2152 • [vandrews@fsu.edu](mailto:vandrews@fsu.edu)



# GRADUATING SENIOR SURVEY

## General information for all colleges

Information about post-graduate plans was collected from over 96% of graduating seniors from summer 2021, fall 2021, and spring 2022. This includes a 93% response rate on an initial survey, a three-month follow-up survey, and additional knowledge collected via strategic LinkedIn searches and the National Student Clearinghouse.

### FSU Experiences

Participated in a campus activity  
89.3%

Employed part-time off campus  
61.1%

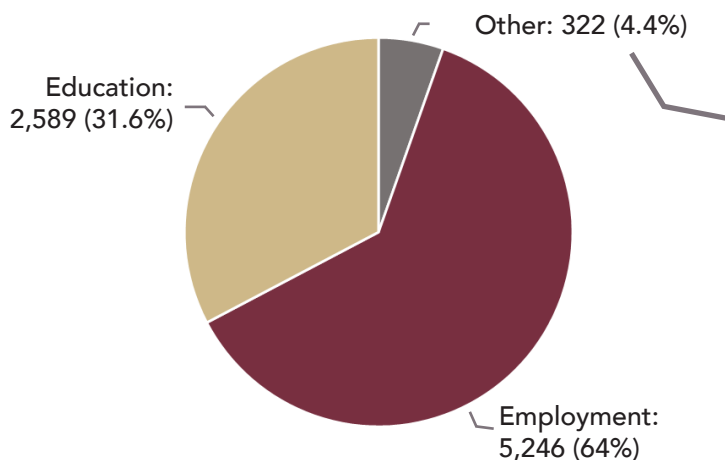
Participated in community service  
61.4%

Completed an internship, practicum, field experience, or clinical assignment  
71.0%

### Top Graduate or Professional Schools

1. Florida State University
2. Nova Southeastern University
3. University of Florida
4. University of South Florida
5. Florida International University

### Primary Plans after Graduation



### Respondents who indicated "other" primary plan:

Taking time off 71.7%

Military 18.8%

Volunteering 4.7%

Starting/raising family 4.7%

### Employment Status

Seeking employment  
64%

Have one or more job offers  
83%

### Graduate School Status

Pursuing further education  
32%

Have one or more admission offers  
81%

### Degrees Pursuing

Master's  
1,000+

Law  
150+

Medicine  
<100

Doctoral  
<100

Certificate  
<100

Additional Bachelor's  
200+

Divinity  
<100

### Classification of Employed Students

Full-time employment  
81.4%

Employment related directly to major  
73.3%

Employment requiring college degree  
65.6%

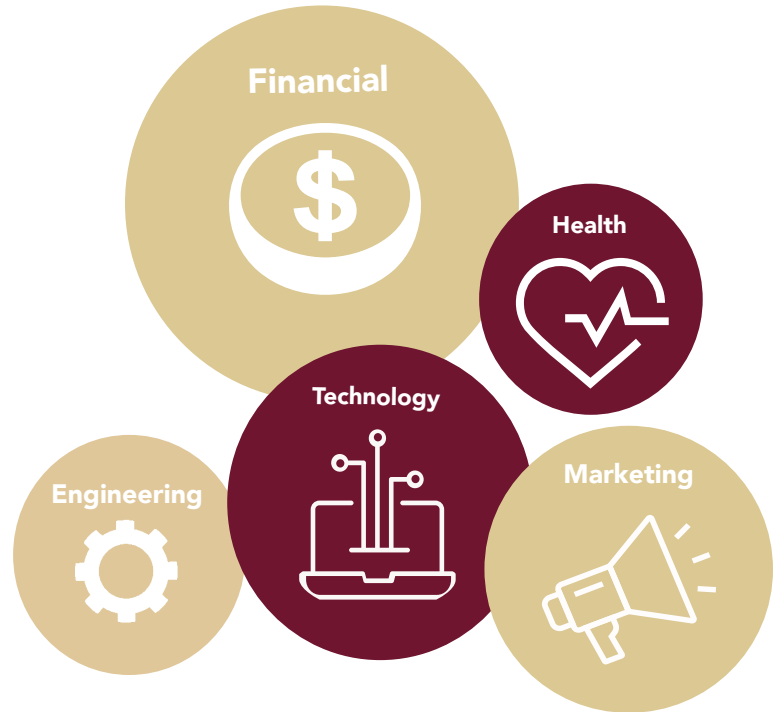
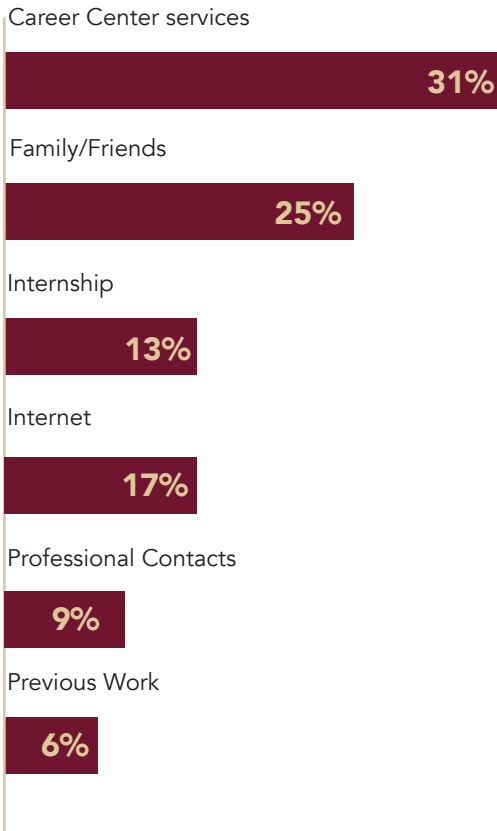
Employed in Florida  
73.9%

Employed outside of Florida  
26.1%

Self-employed  
4.0%

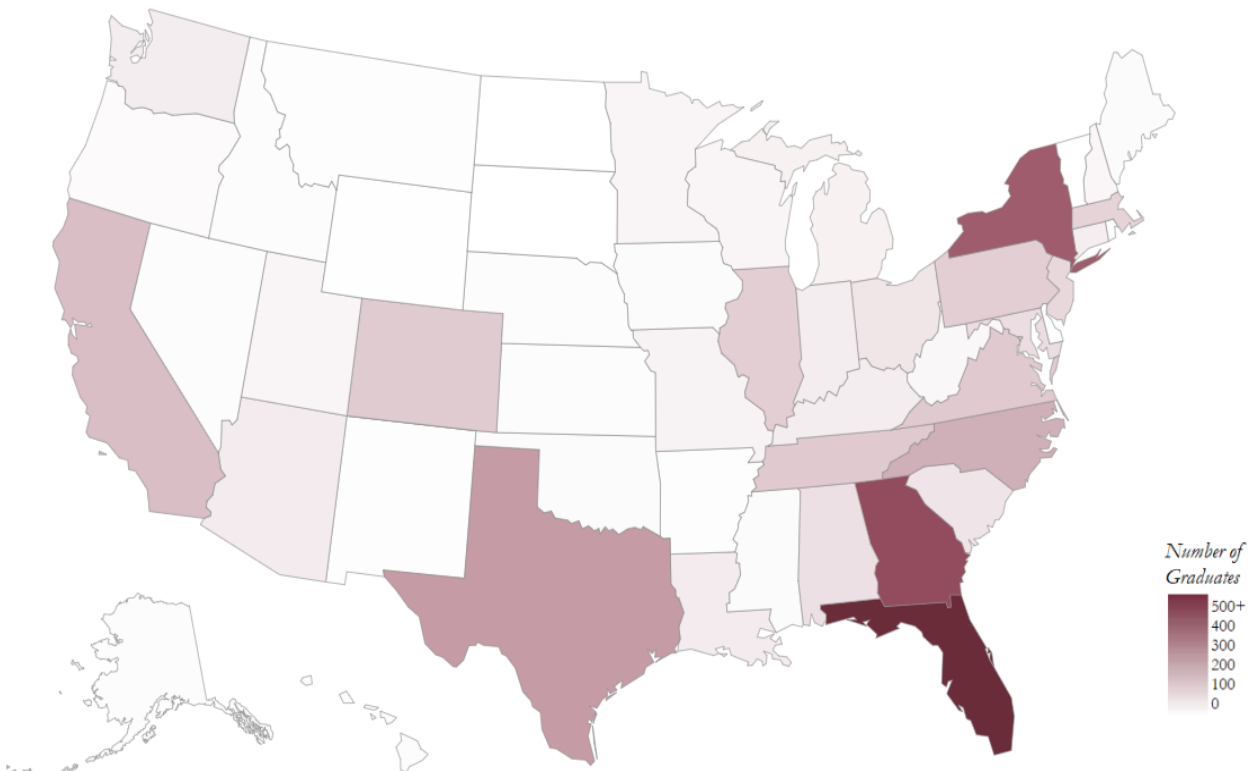
## How Seniors Found Employment Opportunities

## Top Five Employment Industries



## Graduate Employment and Education by State

Florida State graduates work and study all over the world, and the latest Noles are following suit. While more than 6,300 of FSU's graduates are staying in Florida, members of the class will be living in 39 different countries and 47 states, as well as the District of Columbia.





# DEGREES AWARDED, 2022-2023\*

## UNDERGRADUATE: 9,118

<b>College of Applied Studies</b> .....	<b>53</b>
<b>College of Arts and Sciences</b> .....	<b>2,315</b>
Biological Sciences.....	403
Chemistry & Biochemistry.....	73
Computer Science .....	217
English .....	246
Environmental Science & Policy .....	96
History.....	71
Humanities .....	3
Mathematics.....	87
Psychology .....	832
Statistics .....	45
<b>College of Business</b> .....	<b>1,930</b>
Accounting.....	135
Business Administration .....	26
Finance .....	662
Management .....	256
Marketing .....	572
Risk Management & Insurance .....	171
<b>College of Communication &amp; Information</b> .....	<b>538</b>
Communication Science & Disorders .....	88
Information Technology.....	171
Digital Communication & Media.....	211
Public Relations .....	61
<b>College of Criminology &amp; Criminal Justice</b> .....	<b>508</b>
<b>College of Education</b> .....	<b>268</b>
Sport Management.....	142
Elementary Education .....	70
<b>College of Engineering</b> .....	<b>359</b>
Chemical & Biomedical Engineering .....	63
Civil & Environmental Engineering.....	90
Electrical & Computer Engineering .....	58
Industrial Engineering.....	38
Mechanical Engineering.....	110
<b>College of Fine Arts</b> .....	<b>238</b>
Interior Design.....	33
<b>College of Health &amp; Human Sciences</b> .....	<b>514</b>
Human Development & Family Science .....	233
Exercise Physiology .....	191
<b>College of Medicine</b> .....	<b>132</b>
<b>College of Motion Picture Arts</b> .....	<b>27</b>
<b>College of Music</b> .....	<b>159</b>
<b>College of Nursing</b> .....	<b>141</b>
<b>College of Social Sciences &amp; Public Policy</b> .....	<b>1,433</b>
Economics.....	220
Geography .....	59
International Relations & Affairs.....	241
Political Science.....	388
Public Health .....	239
Sociology.....	69
<b>College of Social Work</b> .....	<b>75</b>
<b>Dedman College of Hospitality</b> .....	<b>258</b>
<b>Jim Moran College of Entrepreneurship</b> .....	<b>170</b>

## GRADUATE: 4,033

<b>College of Applied Studies</b> .....	<b>75</b>
<b>College of Arts and Sciences</b> .....	<b>542</b>
Biological Sciences.....	35
Chemistry.....	60
Computer Science .....	88
Mathematics.....	36
Physics.....	42
<b>College of Business</b> .....	<b>580</b>
Accounting.....	83
Business Administration .....	397
Finance.....	31
<b>College of Communication &amp; Information</b> .....	<b>359</b>
<b>College of Criminology &amp; Criminal Justice</b> .....	<b>135</b>
<b>College of Education</b> .....	<b>623</b>
<b>College of Engineering</b> .....	<b>146</b>
<b>College of Fine Arts</b> .....	<b>90</b>
Interior Design .....	4
<b>College of Health &amp; Human Sciences</b> .....	<b>70</b>
<b>College of Law</b> .....	<b>349</b>
<b>College of Medicine</b> .....	<b>204</b>
<b>College of Motion Picture Arts</b> .....	<b>30</b>
<b>College of Music</b> .....	<b>155</b>
<b>College of Social Sciences &amp; Public Policy</b> .....	<b>384</b>
Economics .....	29
Geography.....	18
International Relations & Affairs .....	41
Political Science .....	62
Sociology.....	17
<b>College of Social Work</b> .....	<b>435</b>

\*This list contains selected programs. For complete and up-to-date information on degrees awarded for all degree programs, please visit [ir.fsu.edu](http://ir.fsu.edu).



# SALARY & HIRING DATA

## PROVIDE FOLLOW-UP DATA AFTER YOUR VISIT

The Career Center collects data from organizations that recruit on campus in order to provide feedback about interviewing activity and hiring data. This data, while reflective of on-campus recruiting activity during the past academic year, does not reflect all employment services at Florida State University. Each May, we will remind you to complete the hire survey so your organization will be represented in the results.

### TOP EMPLOYERS BY INTERVIEWS: 2021-2022

- |   |  |
|---|--|
| 1. Techtronic Industries, NA (TTi)  | 11. FSU Office of Governmental Relations   |
| 2. NextEra Energy, Inc.   | 12. Marsh McLennan Agency- Bouchard Region |
| 3. Eight Eleven Group- Parent Company of Brooksource, Medasource, & Calculated Hire | 13. Heritage Insurance Company             |
| 4. Insight Global   | 14. Spicer Jeffries LLP                    |
| 5. L3Harris Technologies  | 15. Auto-Owners Insurance Company          |
| 6. E.&J. Gallo Winery   | 16. Kiewit                                 |
| 7. Invisors   | 17. Milliman                               |
| 8. Gravity IT Resources   | 18. AmWINS Group                           |
| 9. Brown & Brown Insurance, Inc   | 19. McGriff Insurance Services, Inc.       |
| 10. ALDI, Inc.  | 20. Thyssenkrupp Elevator Corporation      |

### TOP EMPLOYERS BY HIRES: 2021-2022

- |                                 |  |
|---------------------------------|--|
| 1. RSM US LLP                   | 14. EY Service Delivery Centers          |
| 2. Enterprise Holdings          | 15. Thomas Howell Ferguson P.A. CPAs     |
| 3. Signature Consultants/ DISYS | 16. Tallahassee Memorial Healthcare      |
| 4. Teach For America            | 17. Techtronic Industries (TTI)          |
| 5. Citi                         | 18. A-LIGN                               |
| 6. ReliaQuest                   | 19. Atkins & F+G, Members of SNC Lavalin |
| 7. Citigroup                    | 20. NORFOLK NAVAL SHIPYARD               |
| 8. Southwestern Advantage       |  |
| 9. Domi Station                 |  |
| 10. Insight Global              |  |
| 11. Mayo Clinic                 |  |
| 12. Protiviti                   |  |
| 13. Target                      |  |

## STARTING SALARY PROJECTIONS: CLASS OF 2023

The following chart lists starting salary projections for the class of 2022, collected and distributed by the National Association of Colleges and Employers (NACE) for graduates with a bachelor's degree.

Broad Category	2023 Salary Projection	2022 Salary Projection	% Change
Computer Sciences	\$72,843	\$75,900	-4.0%
Engineering	\$74,405	\$73,922	0.7%
Math & Sciences	\$67,199	\$66,760	0.7%
Social Sciences	\$60,107	\$61,173	-1.7%
Business	\$62,069	\$60,695	2.3%
Agriculture & Natural Resources	\$59,282	\$57,807	2.6%
Communications	\$58,097	\$55,455	4.8%
Humanities	\$52,938	\$50,681	4.5%

# INDUSTRY REFERENCE OF EMPLOYERS

These employers, indexed by industry type, have participated in Employer Relations at the Florida State University Career Center. The 2022 - 2023 **Gold Partners** are listed in bold. Garnet Partners are listed in italics. Room sponsors have a \*star next to their names.

## Accounting

*A-LIGN*

*Andersen*

Carr Riggs & Ingram, LLC

**Cherry Bekaert**

\***Deloitte**

Dixon Hughes Goodman LLP

\**Ernst & Young*

Florida Auditor General

\**Grant Thornton*

\***KPMG**

Johnson Lambert, LLP

Lanigan & Associates, PC

Morrison, Brown, Argiz, & Farra, LLP

\*PWC, LLP

**RSM US LLP**

**Spicer Jeffries LLP**

**Thomas Howell Ferguson P.A.**

Vestal & Wiler, CPA

**Warren Averett**

WTAS LLC

## Aerospace/Defense

Air Armament Center

Air Force Personnel Center

Raytheon

## Agricultural/Chemical

Archer Daniels Midland

The Mosaic Company

## Communications

Clear Channel Radio

Sprint

PATLive

## Computers/Technology

Apple, Inc.

Cerner Corporation

Coastal Cloud

Computer Aid, Inc.

Convergys

General Motors

Green Hills Software

Hewlett Packard

IBM, Global Business Services

*Inspired Technologies of North Florida*

Invisors

Microsoft

National Security Agency

Software Architects, Inc.

Software Earnings, Inc.

Sogeti U.S.A.

*VR Systems, Inc.*

## Consulting

CGI

DXC Technology

Hewitt Associates

Media Plus Consulting Ltd.

Navigant Consulting

Protiviti, Inc.

Signature Consultants

Summit Consulting

Technology Solutions Company

True Partners Consulting, LLC

## Education

Inroads/Birmingham, Inc.

Strayer University

Teach for America

## Engineering

Apex Systems, Inc.

Atwell

Caterpillar, Inc.

**Chevron**

Cummins, Inc.

*Danfoss*

*Duke Energy*

Dynetics, Inc.

Eaton Corporation

Florida Power & Light (FP&L)

General Electric (GE)

\***L3Harris**

Hercules, Inc.

HDR Engineering

Humana

Ingersoll Rand Company

Johnson & Johnson

The Haskell Company

Honda Manufacturing of Alabama

Honda R & D Americas, Inc.

Kimley-Horn Associates, Inc.

Lane Construction Corporation

Lockheed Martin Corporation

Miller Coors

Naval Information Warfare Center

Nissan North America

Norfolk Naval Shipyard

\*Northrop Grumman Corporation

Norfolk Southern Corporation

Parker Hannifin Corporation

Pepsico

Progress Energy

Rohm and Haas Company

Schlumberger

Shaw Industries

Shell Oil Company

Siemens

Sonoco

*Superior Construction*

thyssenkrupp

**TK Elevator Corporation**

Toyota Motor Engineering & Manufacturing

United McGill Corporation

Walt Disney Company

Washington Savannah River Company

## Financial

Ameriprise Financial

Ameriquist Mortgage Company

AmSouth

Bank of America

BB&T

Deutsche Bank

Exxon Mobil Corporation

Fidelity Investments

*Fisher Investments*

Foresters Financial Services

\*FSU Credit Union

GMAC Commercial Mortgage

Hancock Bank

ISNetwork

John Hancock Financial Services

JP Morgan Chase & Co.

Mass Mutual

Morgan Stanley

Mutual of Omaha

NCCI Holdings, Inc.

North Florida Financial Corporation

Northwestern Mutual Financial

Network

PNC

Regions

Raymond James Financial

Robinhood

SunTrust Bank

The Prudential Company

Tyndall Federal Credit Union

Wells Fargo Company

## Food/Consumer Goods/Manufacturing

\***Aldi, Inc.**

Carrier Corp

Cargill

*E&J Gallo Winery*

Eli Lilly & Company

Ferguson Enterprises, Inc.

Frito Lay

Heatcraft Refrigeration

Maytag Corporation

*Nucor Raw Materials*

Procter & Gamble



Waffle House

## Government

Alabama Department of Transportation  
Florida Department of Elder Affairs  
Florida Department of Environmental Protection  
Florida Department of Juvenile Justice  
Florida Office of Insurance Regulation  
Florida Governor's Office of Film & Entertainment  
Georgia Department of Audits and Accounts  
Inspector General, Department of Defense  
Jacksonville Army Recruiting Battalion  
Palm Beach County Sheriff's Dept. Space & Naval Warfare Center  
U.S. Air Force  
U.S. Army  
U.S. Census Bureau  
U.S. Marine Corps  
U.S. Navy  
U.S. Patent and Trademark Office  
U.S. A.F - Contracting Career Program  
Warner Robins Air Logistics Center

## Hospitality

*E. & J. Gallo Winery*  
Marriott International, Inc.  
The Ritz-Carlton Resorts of Naples  
The Steak 'n Shake Company  
Walt Disney World Resort & College Program  
Westgate Resorts

## Insurance

AmeriSure  
*Amica Mutual Insurance Company*  
Assurance America  
**Auto-Owners Insurance**  
Bankers Life & Casualty  
Bass Underwriters  
Berkshire Hathaway Homestate Companies  
Boyd Insurance & Investment Services, Inc.  
Buchard Insurance  
Burns & Wilcox  
Brown & Brown, Inc.  
Cigna  
Citizens Property Insurance  
Federated Insurance  
Florida Farm Bureau  
Greg Thomas Insurance Agency  
Gresham & Associates  
Hanover Insurance  
Harden & Associates  
Humana MarketPoint  
Jack Rice Insurance  
\*Liberty Mutual  
Mercury Insurance Group

MetLife  
NCCI Holdings, Inc.  
Progressive Insurance  
Reliance Standard Life Insurance Company  
Rogers, Gunter, Vaughn Insurance, Inc.  
Silver Insurance Consultants  
State Farm Insurance Company  
Summit  
The Hartford  
Traveler's Insurance  
Unum  
USAA Insurance

## Marketing/Sales/Promotional

Applied Concepts  
Aramark  
Ashley Furniture  
Black & Decker/DeWALT Power Tools  
Bluegreen Vacations  
Boston Beer Company  
Cast-Crete Corporation  
Cintas  
Embarq  
**\*Enterprise Holdings**  
Gartner, Inc.  
Grainger  
Graybar Electric Co., Inc.  
Hertz Corporation  
Hope Lumber & Supply  
Jeld-wen, Inc.  
Lanier Worldwide (A Ricoh Company)  
Legendary Marketing  
MECLABS  
Newell Rubbermaid  
Otis Elevator Company  
Proctor & Gamble  
Service Master  
Sherwin-Williams Company  
Sodexo  
**\*Southwestern Advantage**  
Techtronic NA (TTi)  
Trademark Metals Recycling  
Wolseley North America  
University Directories  
The Zimmerman Agency

## Media

Consolidated Graphics  
ESPN

## Medical

Davita  
*Elite DNA Behavioral Health*  
GlaxoSmithKline  
Maxim Healthcare Services  
PSS World Medical

## Non-Profit

The Ounce of Prevention Fund of Florida  
State Public Interest Research Group

## Real Estate/Construction

CEMEX, Inc.  
PRG Real Estate Management, Inc.  
PropLogix  
Pulte Homes  
RealNet USA, Inc.  
Thompson Reuters  
Titan America  
*Whiting-Turner Contracting Company*

## Retail

Abercrombie & Fitch  
American Eagle Outfitters, Inc.  
Belk Department Stores  
Chico's FAS  
City Furniture  
Dale Earnhardt Jr. Chevrolet  
Dillard's Department Store  
Finish Line  
Fossil  
HSN - Home Shopping Network  
JCPenney  
Kohl's Department Stores  
Macy's, Inc.  
Office Depot  
Ross Stores, Inc.  
Save-A-Lot Food Stores, Ltd.  
Sears Holdings Corporation  
Staples, Inc.  
Stein Mart, Inc.  
Target Corporation  
Toys "R" Us, Inc.  
Victoria's Secret  
Wal-Mart Stores, Inc.  
Walgreens

## Staffing

Aerotek  
American Traveler  
**Insight Global, Inc.**  
**ReliaQuest, LLC**  
U.S. Staffing

## Transportation/Shipping

**Arrive Logistics**  
Burlington Northern Santa Fe Railway  
CH Robinson Worldwide  
CSX Corporation  
PLS Logistics Service  
Total Quality Logistics







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