

FLORIDA STATE UNIVERSITY CAREER CENTER

EMPLOYER HANDBOOK

2021-2022



READ ONLINE



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A distinguished group of organizations who are directly supporting career development and employment assistance programs at Florida State University.

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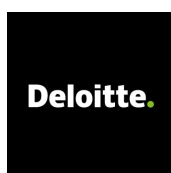
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Our valued partners and all employers recruiting at Florida State University give assurance that they are equal opportunity employers.

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The FSU Career Center
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Tallahassee, FL 32306-4162



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

@fsucareercenter



#HireANole

career.fsu.edu/hireanole
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.

FROM OUR 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.

We hoped to hold our Fall STEM Fair and Seminole Futures events in person, but to ensure our students and your health and safety, we will host our events virtually again. We have held firm to our mission throughout the pandemic, and we do not foresee any of this changing. One thing the pandemic has strengthened is our resiliency and the capability to prepare for the unexpected.

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.

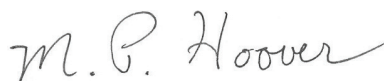
FSU is determined to stay a Top 20 Public University, and as we prepare students for success, your partnership is more important than ever. You, as organizational leaders, have the vision, the knowledge, the means, and the experience to help our students meet their professional goals. You are indeed 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,



Myrna P. Hoover
Director, The Career Center
Florida State University
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WHY RECRUIT AT FSU?

OUR UNIVERSITY

18 Academic Colleges

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

Florida State University **retained its place in the Top 20** among national public universities in the 2020 *U.S. News & World Report* rankings. The university improved on 11 of 15 key factors used to compile the most recent ranking scores.

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.

The Princeton Review named FSU the No. 11 **Best Value College** for 2021. The university was also ranked No. 11 for Making an Impact, No. 14 for Best Schools for Internships, and No. 15 on the Best Alumni Networks list.

For the fifth consecutive year, FSU was recognized as a **Diversity Champion** by *INSIGHT Into Diversity* magazine. Fifteen total colleges and universities nationwide earned the honor in 2020.

Military Times ranked Florida State No. 30 in the **"Best Colleges for Vets"** 2020 rankings.

FSU Panama City offers competitive degree programs (18 undergraduate and nine graduate programs) with small class sizes and personalized attention.

OUR STUDENTS

Total enrollment for 2020: 43,953

- 32,520 Undergraduates
- 9,508 Graduates
- 57% Female; 42% Male

Minority enrollment: 42.3%

- American Indian or Alaska Native: 0.2%
- Asian: 2.9%
- Black or African American: 9.3%
- Hispanic: 19.9%
- Native Hawaiian or other Pacific Islander: 0.1%
- Nonresident alien: 4.6%
- Two or more races: 4.0%
- Race/ethnicity unknown: 1.3%



OUR CAREER CENTER

- Recognized as one of the **leading career services providers** both nationally and internationally. The Career Center was ranked as one of the Top 20 Best University Career Services in the nation by *Princeton Review* in 2020.
- Hands-on **Career Advising and Counseling** 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!



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The 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.

CAREER CENTER CONTACTS

EXPERIENTIAL LEARNING TEAM

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



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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. In addition, they collaborate closely with academic faculty, academic advisors, and student organizations.

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 2021-2022, 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 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 850.644.6493 or email **HireANole@fsu.edu**



REGISTER AS A NEW EMPLOYER

- Visit 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
- 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 resumes for consideration, 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 courtesy— 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 to log in.

PROFESSIONOLE 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.

FSUSHADOW

Build your brand on campus and identify talent through serving as a 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.



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
- 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 Scarboro
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 to meet your recruiting needs.

Fall 2021 Career Fairs will be virtual and in-person.

PART-TIME JOB 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 2021 semester kick-off activities.

The Part-Time Job Fair is typically held in the fall and spring semester.

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 more than 3,000 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 SCHOOL FAIR AND 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.

GOVERNMENT & SOCIAL SERVICES CAREER FAIR

Connect with students interested in working for government, social services, and non-profit agencies.

EDUCATION & LIBRARY CAREER FAIR

Provide industry insight and share full-time and internship opportunities with students interested in these fields.



HEALTH PROFESSIONS CAREER FAIR

Recruit students majoring in nursing and other health-related areas interested in the healthcare industry.

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.

STATEWIDE JOB FAIR

Meet with more than 1,000 students and alumni from Florida's 10 state universities in one event. This fair is held each May at the University of Central Florida's arena.

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.

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.

RECRUITMENT CALENDAR

FALL 2021

In-person events listed in garnet

Virtual events listed in blue

DATE	EVENT
August 23	Classes begin
August 26	Part-Time Job Fair (virtual)
September 6	Labor Day University closed
September 13	STEM Résumé Café (virtual)
September 15	All Majors Résumé Café (virtual)
September 21	STEM Career & Internship Fair (virtual)
September 23	Seminole Futures All Majors Career & Internship Fair (virtual)
October 18	Law School Fair (in-person)*
October 19	Graduate & Professional School Fair (in-person)*
October 20	Graduate, Professional & Law School Fair (virtual)
October 21	FSU Departments Graduate & Professional School Fair (in-person)*
October 22	Homecoming Weekend begins
TBD	Government & Social Services Career Fair*
November 11	Veteran's Day University closed
November 25-26	Thanksgiving University closed
December 3	Last Day of classes
December 10	Commencement
December 14-16	FSUshadow

*As of August 2021, it is our goal to host in-person events in October. We will let participants know by early September if these events pivot to virtual. If they are switched to virtual, events will remain on the same day as originally scheduled.

SPRING 2022

DATE	EVENT
January 5	Classes begin
January 6	Part-Time Job Fair (in-person)
January 17	Martin Luther King, Jr. Day University closed
January 18	STEM Résumé Café (in-person)
January 19	All Majors Résumé Café (in-person)
January 20	All Majors Résumé Café (virtual)
January 25	STEM Career & Internship Fair (in-person)
January 26	STEM Career & Internship Fair (virtual)
January 27	Seminole Futures All Majors Career & Internship Fair (in-person)
January 28	Seminole Futures All Majors Career & Internship Fair (virtual)
February 24	Health Professions Career Fair (in-person)
March 14-18	Spring Break
March 14-16	FSUshadow
TBD	Government & Social Services Career Fair (in-person)
April - Date TBD	SEC & ACC Virtual Career Fair
April - Date TBD	Education & Library Career Fair (in-person)
April 22	On-campus interviews end
April 29	Last day of classes
April 30	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 or 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. For more details on the FSU Career Center's diversity and inclusion promise, visit career.fsu.edu/about-us/diversity-and-inclusion.

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.

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

After one year of full-time employment:

67.7% of internal interns were retained.

51.7% of external interns were retained.

35.7% of employees with no internship experience were retained.

National Association of Colleges and Employers (NACE, 2021)

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 December)
- **Spring** (Early January - Late April)
- **Summer** (Mid-May - Early 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.

\$20.76

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

National Association of Colleges and Employers (NACE, 2021)

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.

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 2021-2022, the in-state charge per credit hour is **\$215.55** + fees. A typical three-credit course is **\$646.65** + fees.

Florida State University Registrar

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, such as including a statement in your internship position description:

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.

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 Career Portfolio
2. Transcript Notation
 - Participate in zero (0) credit hour virtual course
 - Graded on S/U scale

Visit career.fsu.edu/erp to learn more.

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."

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

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.”

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?
- 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

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Vice President for Finance and Administration.....	Kyle Clark
Vice President for Student Affairs.....	Amy Hecht
Vice President for Research.....	Laurel Fulkerson (interim)
Vice President for University Advancement.....	Andy Jhanji (interim)
Chief of Staff and Associate Vice President for University Relations.....	Elizabeth Hirst
Assistant Vice President for University Communications.....	Dennis Schnittker (interim)

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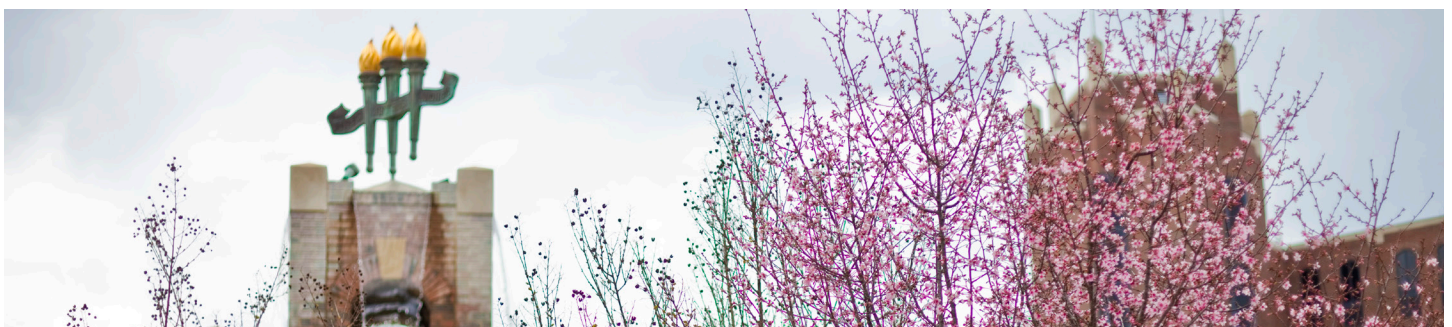
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Dr. Kathi Tillman.....850.644.1669

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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.

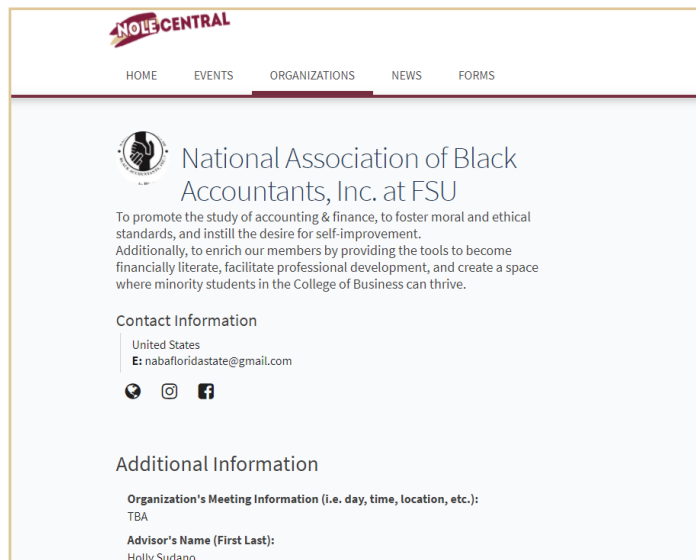
EXAMPLES OF RECOGNIZED STUDENT ORGANIZATIONS

- 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.

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 is a navigation bar with links for HOME, EVENTS, ORGANIZATIONS (which is highlighted), NEWS, and FORMS. Below the navigation bar is the header for the "National Association of Black Accountants, Inc. at FSU". The header includes a logo and a brief description of the organization's mission: "To promote the study of accounting & finance, to foster moral and ethical standards, and instill the desire for self-improvement. Additionally, to enrich our members by providing the tools to become financially literate, facilitate professional development, and create a space where minority students in the College of Business can thrive." Below the header is a section for "Contact Information" which lists the "United States" and the email address "E: nabafloridastate@gmail.com". There are also social media icons for Twitter, Instagram, and Facebook. Below the contact information is a section for "Additional Information" which includes "Organization's Meeting Information (i.e. day, time, location, etc.): TBA" and "Advisor's Name (First Last): Holly Sudano".

For FAMU-FSU College of Engineering student organizations, visit 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 2020-2021



CAREER ADVISING/COUNSELING/ LIBRARY

15,370 contacts



MOCK INTERVIEWS

382 interviews conducted



CAREER OUTREACH PROGRAMS

543 programs; 27,135 participants



GARNET & GOLD SCHOLAR SOCIETY

294 inductees



CAREER PLANNING CLASS, SDS 3340

12 sections; 381 students



EMPLOYER ENGAGEMENT

717 employer interviews and info sessions; 356 student participants



CAREER FAIRS

15 fairs; 1,019 employers; 3,686 students



DIGITAL RECOGNITION PROGRAMS

2,969 new Career Portfolio and Folio users



COOPERATIVE EDUCATION, INTERNSHIPS & PART-TIME JOBS

14,937 academic internships;
5,823 experiential learning opportunities;
978 student employment positions



JOB LISTINGS & RESUME REFERRALS

6,475 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**.
- Six-room interview suites at **\$50,000**.
- Large, public Career Center rooms at **\$100,000**.

GOLD PARTNER: \$5,000

Membership includes:

- Registration fee waived for up to five 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 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 three 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 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.
- 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 850.644.9771**

EMPLOYER-IN-RESIDENCE PROGRAM

The Employer-in-Residence program provides an opportunity for employers to meet with students and provide professional advice and feedback. 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 850.644.6493**

	ANNUAL	ANNUAL	LIFETIME
SPONSORSHIP OPPORTUNITIES	Garnet Partner \$3000	Gold Partner \$5,000	Room Sponsor \$30,000
Career Events Registration Fees Waived (Per Year)	3	4	
Extra Fair Participants	6	8	
Extra Table at Fair		✓	
Priority Placement at In-Person and Virtual Fairs	✓	✓	✓
Special Recognition on Student Fair Guide & Career Guide	✓	✓	✓
Full-Page Ad in Career Guide	25% Discount	Free	
Corporate name or Logo (with hyperlink to employer website) on Career Center Website	✓	✓	✓
Corporate Logo in NoleNetwork		✓	✓
Corporate Logo on Flat Screen TVs		✓	✓
Organization Spotlight in Student Newsletter and Facebook	✓	✓	
Access to Online Résumé Books	✓	✓	
Preferred Participation in Speaker Panels/Forums, Workshops, & Classes	✓	✓	
Use of Dunlap Success Center for Information Sessions, Receptions, Etc.		2 Events	
Naming Opportunity			✓
Membership in Employer-in-Residence	✓	✓	



OTHER SPONSORSHIP OPTIONS

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

FRIENDS OF THE CAREER CENTER FUND

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

CAREER ADVISOR SCHOLARSHIP PROGRAM

\$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
850.644.9777 • rreardon@fsu.edu

CAREER ADVISOR ENDOWMENT SPONSOR

\$25,000

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
850.644.9777 • rreardon@fsu.edu

INTERNSHIP FUND

Unlimited amount

By eliminating financial barriers, this fund supports students in the pursuit of paid or unpaid experiential opportunities to explore their career interests.

Contact **Li Pon**, Senior Assistant Director, Experiential Learning • 850.644.2442 • lpon@fsu.edu

PROFESSIONOLE CLOTHING CLOSET

Unlimited amount

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

Contact **Leslie Mille**, Associate Director
850.644.6433 • lmille@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 **Tory Dellafiora**, Senior Assistant Director, Outreach & Assessment
850.644.2152 • tdellafiora@fsu.edu

STUDENT EMPLOYEE OF THE YEAR AWARD CEREMONY

\$1,500

This ceremony recognizes FSU student employees for their diligence, contributions, and hard work in support of FSU Colleges and Departments.

Contact **Li Pon**, Senior Assistant Director, Experiential Learning
850.644.2442 • lpon@fsu.edu



GRADUATING SENIOR SURVEY

General information for all colleges

Graduating seniors were asked to complete an online survey regarding their post-graduate plans. A total of 7,973 graduating seniors from summer 2019, fall 2019, and spring 2020 completed the survey, which represents 92.1% 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
92.7%

Employed part-time off campus
50.4%

Participated in community service
69%

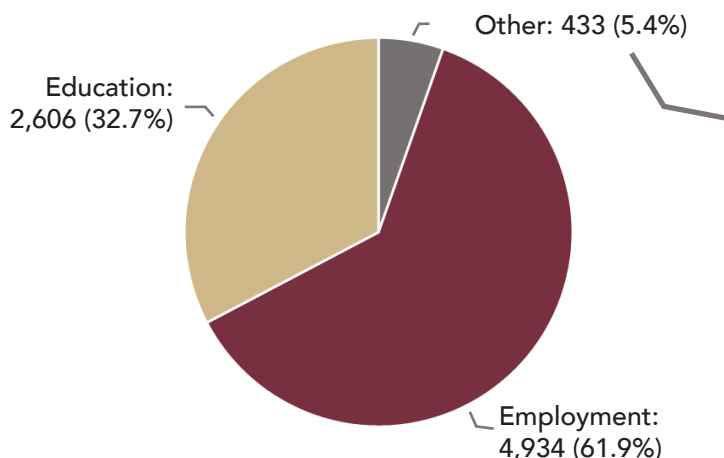
Completed an internship, practicum, field experience, or clinical assignment
68.2%

Participated in intramural sports
30.5%

Top Graduate or Professional Schools

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

Primary Plans after Graduation



Employment Status

Seeking employment
62%

Have one or more job offers
73%

Graduate School Status

Pursuing further education
31%

Have one or more admission offers
74%

Degrees Pursuing

Master's
1,100+

Law
200+

Medicine
100+

Doctoral
100+

Certificate
<100

Additional Bachelor's
<100

Divinity
<100

Classification of Employed Students

Full-time employment
85.4%

Employment related directly to major
75.1%

Employment requiring college degree
70.4%

Employed in Florida
79.5%

Employed outside of Florida
20.5%

Self-employed
2.6%

Respondents who indicated "other" primary plan:

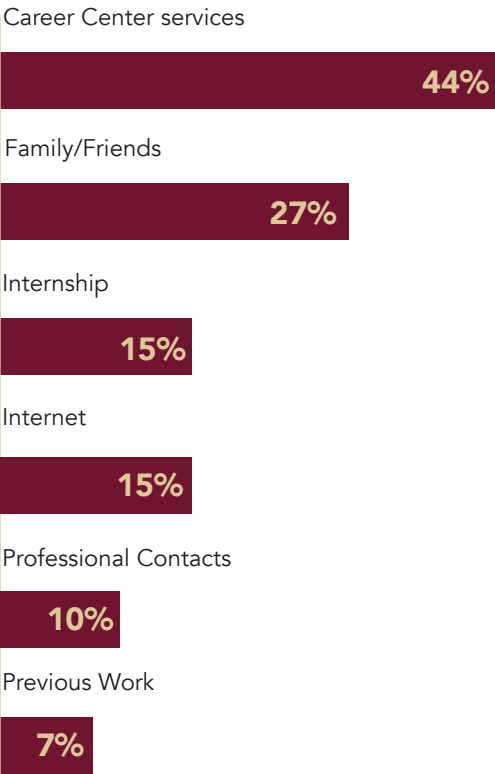
Taking time off
54.4%

Military
33.3%

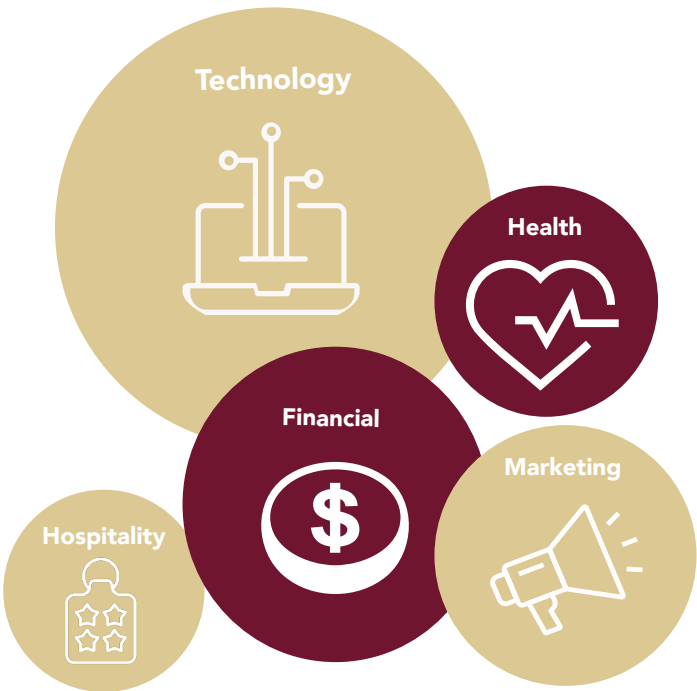
Volunteering
8.1%

Starting/raising family
4.6%

How Seniors Found Employment Opportunities

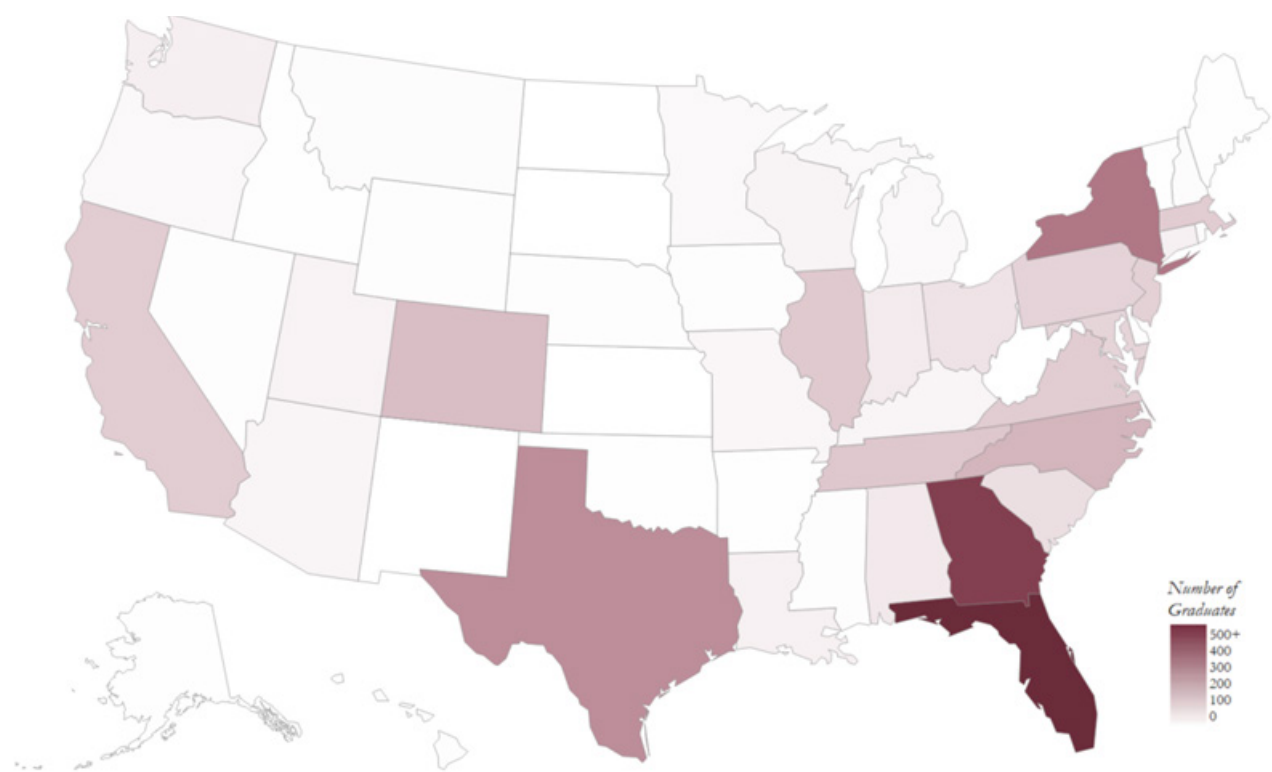


Top Five Employment Industries



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 37 different countries and 48 states, as well as the District of Columbia.



DEGREES AWARDED, 2020-2021*

UNDERGRADUATE: 9,816

College of Applied Studies	79
College of Arts and Sciences	2,707
Biological Sciences	368
Chemistry	25
Computer Science	208
Environmental Science and Policy	39
Editing, Writing & Media	237
Humanities	104
History	101
Mathematics	16
Psychology	824
Statistics	50
College of Business	1,870
Accounting	194
Business Administration	24
Finance	551
Management	207
Marketing	382
Risk Management & Insurance	126
College of Communication & Information	585
Media/Communication Studies	184
Communication Science and Disorders	87
Information Communication & Technology	119
College of Criminology & Criminal Justice	532
College of Education	295
Sport Management	146
Elementary Education	60
College of Engineering	377
Chemical & Biomedical Engineering	62
Civil & Environmental Engineering	94
Electrical & Computer Engineering	90
Industrial Engineering	39
Mechanical Engineering	92
College of Fine Arts	248
Interior Design	37
College of Health & Human Sciences	563
Family & Child Sciences	309
Exercise Sciences	160
College of Medicine	81
College of Motion Picture Arts	30
College of Music	142
College of Nursing	104
College of Social Sciences & Public Policy	1,612
Economics	279
Geography	22
International Affairs	361
Interdisciplinary Social Sciences	292
Political Science	418
Sociology	161
College of Social Work	104
Dedman College of Hospitality	229
Jim Moran College of Entrepreneurship	258

GRADUATE: 2,258

College of Applied Studies	29
College of Arts and Sciences	341
Biological Sciences	11
Chemistry	44
Computer Science	29
Mathematics	26
Physics	22
College of Business	356
Accounting	102
Business Administration	166
Finance	34
College of Communication & Information	255
College of Criminology & Criminal Justice	89
College of Education	334
College of Engineering	71
College of Fine Arts	84
Interior Design	6
College of Health & Human Sciences	20
College of Law	80
College of Medicine	48
College of Motion Picture Arts	31
College of Music	111
College of Social Sciences & Public Policy	238
Economics	30
Geography	26
International Affairs	36
Political Science	24
Sociology	8
College of Social Work	251

*This list contains selected programs. For complete and up-to-date information on degrees awarded for all degree programs, please visit ir.fsu.edu.



INTERNSHIP SALARY DATA, 2018-2019

JOB FUNCTION	# OF POSTINGS	% PAID	AVG. HOURLY WAGE	MONTHLY STIPEND	PAID, WAGE NOT REPORTED	% UNPAID
Accounting	941	82% (776)	\$14.95 (229)	\$2,694 (44)	503	18% (164)
Actuary	145	81% (118)	\$19.42 (19)	\$1,020 (7)	92	19% (27)
Administration	1,710	50% (852)	\$13.17 (315)	\$1,289 (156)	381	50% (858)
Advertising, Media & PR	2,373	48% (1,140)	\$12.68 (468)	\$1,362 (179)	493	52% (1,233)
Architecture & Planning	318	66% (211)	\$14.47 (62)	\$1,360 (18)	131	34% (107)
Business Development	2,071	67% (1,379)	\$14.31 (347)	\$2,073 (151)	881	33% (692)
Community & Social Services	1,106	46% (514)	\$12.51 (143)	\$1,938 (169)	202	54% (592)
Construction/Contracting	371	78% (288)	\$14.76 (100)	\$1,770 (28)	160	22% (83)
Consulting	763	67% (515)	\$14.41 (126)	\$2,512 (52)	337	33% (248)
Counseling	239	67% (161)	\$11.34 (26)	\$1,174 (48)	87	33% (78)
Customer/Technical Support	595	70% (417)	\$13.75 (159)	\$1,540 (27)	231	30% (178)
Data & Analytics	1,888	72% (1,352)	\$15.44 (387)	\$2,364 (135)	830	28% (536)
Design/Art	1,325	52% (685)	\$12.89 (195)	\$887 (130)	360	48% (640)
Education/Teaching/Training	1,003	60% (605)	\$12.04 (123)	\$1,121 (246)	236	40% (398)
Engineering - Civil/Mechanical	1,260	93% (1,172)	\$17.60 (354)	\$2,142 (64)	754	7% (88)
Engineering - Web/Software	1,330	80% (1,066)	\$19.79 (180)	\$2,108 (68)	818	20% (264)
Entrepreneurship	831	44% (363)	\$13.28 (120)	\$1,509 (80)	163	56% (468)
Environmental/Sustainability	1,010	64% (649)	\$13.74 (177)	\$1,277 (176)	296	36% (361)
Finance	1,455	84% (1,224)	\$16.50 (279)	\$1,117 (57)	888	16% (231)
Fundraising & Event Management	1,046	48% (501)	\$12.67 (169)	\$900 (94)	235	52% (545)
General Management	980	66% (644)	\$14.18 (218)	\$1,376 (74)	352	34% (336)
Healthcare Services	442	67% (294)	\$15.28 (59)	\$1,380 (30)	205	33% (148)
Hotel/Restaurant/Hospitality	472	75% (353)	\$11.53 (159)	\$1,296 (37)	157	25% (119)
Human Resources	742	69% (512)	\$14.58 (161)	\$1,895 (39)	312	31% (230)
Information Technology	1,451	81% (1,179)	\$15.83 (370)	\$1,985 (41)	768	19% (272)
Lab Work/Science	355	76% (269)	\$14.33 (61)	\$1,870 (23)	185	24% (86)
Legal	434	57% (246)	\$15.23 (93)	\$2,742 (24)	127	43% (188)
Library Science	198	65% (128)	\$12.72 (50)	\$1,160 (5)	73	35% (70)
Logistics & Supply Chain	516	83% (430)	\$15.53 (113)	\$1,213 (20)	297	17% (86)
Maintenance/Skilled Laborer	206	70% (145)	\$12.95 (37)	\$1,527 (25)	83	30% (61)
Marketing - Brand Management	1,558	52% (812)	\$14.64 (97)	\$1,428 (73)	402	48% (746)
Marketing - General	2,375	58% (1,388)	\$14.76 (556)	\$1,366 (143)	689	42% (987)
Military & Protective Services	107	65% (70)	\$12.21 (12)	\$3,008 (6)	52	35% (37)
Operations/Production	970	71% (689)	\$13.85 (233)	\$1,372 (47)	408	29% (281)
Other	2,060	70% (1,451)	\$24.10 (100)	\$1,702 (175)	819	30% (609)
Political Organizing/Lobbying	541	51% (274)	\$13.09 (199)	\$1,279 (40)	135	49% (267)
Product/Project Management	825	70% (578)	\$14.54 (170)	\$1,435 (43)	365	30% (247)
Purchasing	225	78% (175)	\$16.87 (61)	\$1,625 (5)	109	22% (50)
Quality Assurance	275	80% (221)	\$15.46 (72)	\$1,700 (4)	145	20% (54)
Real Estate	341	72% (257)	\$13.68 (59)	\$1,463 (8)	177	28% (97)
Recreation/Fitness	359	72% (257)	\$11.93 (83)	\$1,216 (53)	121	28% (102)
Research	1,866	55% (1,029)	\$21.09 (368)	\$4,029 (93)	568	45% (837)
Sales	1,223	77% (947)	\$14.94 (345)	\$3,209 (55)	547	13% (276)
Transportation/Parking	125	79% (99)	\$16.25 (29)	\$1,724 (6)	64	21% (26)
Veterinary/Animal Care	268	28% (75)	\$13.13 (12)	\$819 (12)	51	72% (193)
Writing/Editing	1,769	42% (744)	\$14.46 (337)	\$1,066 (108)	299	58% (1,025)
Total	42,463	66% (27,254)	\$14.72	\$1,675	15,558	34% (15,221)

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: 2019 - 2020

- | | |
|--------------------------------------|---|
| 1. Insight Global | 13. Citi |
| 2. RSM US LLP | 14. Southern Glazer's Wine & Spirits (SGWS) |
| 3. A-LIGN | 15. Next Era Energy |
| 4. L3Harris Technologies | 16. Gallagher |
| 5. Techtronic Industries (TTi) | 17. Kohl's Corporation |
| 6. BDO USA | 18. Teacher for America |
| 7. Protiviti | 19. Aetna & CVS Health |
| 8. ALDI, Inc. | 20. Brown & Brown Insurance |
| 9. Central Intelligence Agency (CIA) | |
| 10. Abercrombie & Fitch | |
| 11. Deloitte | |
| 12. Gravity IT Resources | |

TOP EMPLOYERS BY HIRES: 2019-2020

- Florida State University
- Ernst & Young LLP
- Walt Disney Company
- Deloitte; Marriott
- Tallahassee Memorial Healthcare
- Enterprise Rent A Car
- Leon County Schools
- Lockheed Martin
- PwC LLP; Tom James Company
- A-LIGN; Insight Global; NextEra Energy Inc.; Teach for America
- IBM
- Florida Department of Law Enforcement
- Apple; Harris Corporation; Kimley, Horn & Associates Inc.; Macy's Inc.; Protiviti; Publix

STARTING SALARY PROJECTIONS: CLASS OF 2021

The following chart lists starting salary projections for the class of 2021, collected and distributed by the National Association of Colleges and Employers (NACE) for graduates with a bachelor's degree.

AVERAGE SALARIES BY DISCIPLINE / BACHELOR'S DEGREES

BROAD CATEGORY	2021 SALARY PROJECTION	2020 SALARY PROJECTION	% CHANGE
Computer Sciences	\$72,173	\$67,411	7.1%
Engineering	\$71,088	\$69,961	1.6%
Math & Sciences	\$63,316	\$62,488	1.3%
Social Sciences	\$59,919	\$57,425	4.3%
Humanities	\$59,500	\$53,617	11.0%
Business	\$58,869	\$57,939	1.6%
Communications	\$58,174	\$56,484	3.0%
Agriculture & Natural Resources	\$54,857	\$53,504	2.5%

INDUSTRY REFERENCE OF EMPLOYERS

These employers, indexed by industry type, have participated in Employer Relations at the Florida State University Career Center. The 2021 - 2022 **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
*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
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

Apple, Inc.
Cerner Corporation
Computer Aid, Inc.
Convergys
General Motors
Green Hills Software
Hewlett Packard
IBM, Global Business Services
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

The Aerospace Corporation
Apex Systems, Inc.
Caterpillar, Inc.

Chevron

Cummins, Inc.
Danfoss
Dynetics, Inc.
Eaton Corporation
Florida Power & Light (FP&L)
General Electric (GE)

*L3 Harris

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
thyssenkrupp
Toyota Motor Engineering & Manufacturing
United McGill Corporation
Walt Disney Company
Washington Savannah River Company

Financial

Ameriprise Financial
Ameriquest Mortgage Company
AmSouth
Bank of America
BB&T
Deutsche Bank
Exxon Mobil Corporation
Fidelity Investments
First Command Financial Services Inc.
Foresters Financial Services
*FSU Credit Union
GMAC Commercial Mortgage
Hancock Bank
ISNetworld
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
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

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
 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

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



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