

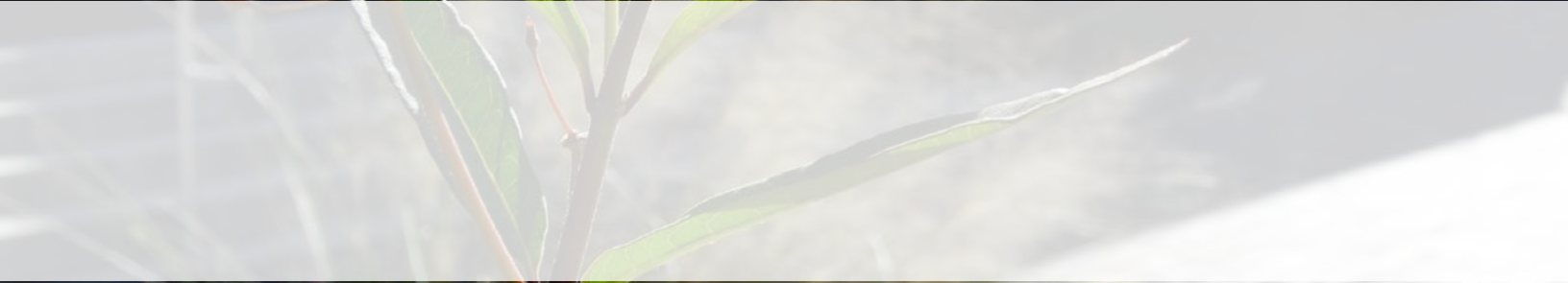


The Career Center

2011 Annual Report



career.fsu.edu





THE
FLORIDA STATE
UNIVERSITY

The
Career Center
linking futures

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THE CAREER CENTER'S MISSION

The Florida State University Career Center's mission is to:



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

The Career Center has creatively developed an effective, collaborative, interdepartmental array of career services for students and other university constituents.

“The Career Center is directly involved in instruction and research to support this mission. Although administratively located in Student Affairs, Career Center interventions impact virtually every facet of university life, including new student recruitment, employer/community relations, research, and alumni affairs.”



EXECUTIVE SUMMARY

Career Advising/Counseling/Career Library	13,680
Career Planning Class, SDS 3340	12 sections; 393 students
Co-op/Interns/Externs	1,846 student registrants; 493 placements; 2,307 internship, cooperative education, volunteer opportunities listed via <i>SeminoleLink</i> ; 1,826 Student Employment positions listed
Career Expositions	12 expositions; 681 employers; 8652 students
Credential Files	60 new registrants; 1,399 files processed
Mock Interviews Conducted	362
On-Campus Recruiting	2,043 registrants via <i>SeminoleLink</i> ; 157 employers; 359 employer interview schedules 2,423 interviews
Career Outreach Programs	627 programs; 24,006 participants
Job Listings and Resume Referrals	5,652 job listings referred to <i>SeminoleLink</i> for web-based listing; 9,924 resumes via Seminole Profiles sent to employers
Career Portfolio Users	5,287



ACCOMPLISHMENTS

ProfessionNole

- **Rebranded and marketed database** resulting in a 10% increase in the number of volunteers.
- **Adopted by The College of Business Leadership Council for mentor requests**, with an increase of 55 mentor applications.
- **Partnered with Seminole Torchbearers** to provide future marketing and branding advice.

Tallahassee Engineers Networking Night

- **Developed and implemented as a networking reception** for Engineering students seeking local internships and full-time employment.

Seminole Success Stories

- **Solicited recent alumni and current students** with internship and employment experiences, as well as positive co-op, part-time job, volunteer, and related experiences for inclusion on The Career Center website and in publications. More information can be found at career.fsu.edu/success.
- **54 new success stories** have been compiled from 2011 to complement the original nine stories, with images, currently included on The Career Center website, building monitors, and in publications.

Resume Builder

- Implemented to provide a software platform that offers students and alumni a vehicle to create a resume through the on-line career management system, *SeminoleLink*.

Garnet & Gold Scholar Society

- **Provided administrative and managerial support** for the launch of this University-wide initiative.
- **Managed the application process** through recognition, planning, and executing induction events each semester.
- **Recruited and trained faculty and staff to act as Overall Program Advisors**, of which, six were Career Center staff members.
- **Supported each of the five areas** through Area Contact meetings and regular communication.
- **Chaired the GGSS Steering Committee**, and liaised with ITS to build and support the student portal and administrative back-end system.

Partnered with the College of Social Work

- Implemented a multi-school environment in *SeminoleLink* for college specific postings of internships.

Seminole Success Night

- **Established collaborative efforts and programs with the Center for Leadership and Civic Education and the Center for Multicultural Affairs** including the leadership/diversity recruiting event, **Seminole Success Night** for students and employers.
- One hundred students, twenty-four employer organizations, and seven student organizations attended.

Communication Career Practicum

- Developed *Communication Career Practicum (COM 4905)*, modeled on the *Introduction to Career Development (SDS 3340)* for Communication students already admitted to the Media/Communication Studies major.
- Positive feedback led to a subsequent offering in fall 2011, providing content-specific guest lectures and served as a laboratory for the course.

International Student Employment

- **Partnered with the Center for Global and Multicultural Engagement** to assist international students with their unique career needs.
- **Developed a 4-hour International Student Employment workshop**, featuring sessions on resumes and cover letters, job search strategies, and the opportunity to speak with an immigration lawyer, provided the 50 international students in attendance with ways to succeed in their job search.
- **Facilitated a presentation** at the October 2011 Region VII NAFSA Conference in Mobile, Alabama on International Students and Career Development: *Tips for Building an Effective Collaboration with Your College or University's Career Services Center*.

University-Wide Internships

- **Planned the development of a University-wide internship website** to serve as an informational "headquarters" for students, faculty/staff, administrators, and employers. The site will include intern success stories, benefits of internship experience, links and contacts to academic internship department coordinators, The Career Center and other departments offering internships.

Employer Relations & Recruitment Services Data

2011 Career Expos	Students	Organizations
Engineering Day (Spring)	426	30
Seminole Futures (Spring)	1239	107
Communication & IT Career Day (Spring)	190	36
Health and Human Services (Spring)	111	11
Education and Library (Spring)	81	23
Tallahassee Engineers Networking Night (Spring)	47	8
Statewide Expo (Summer)	1495	103
Engineering Day (Fall)	532	57
Seminole Futures (Fall)	1256	119
Communication & IT Career Day (Fall)	294	45
Graduate & Professional (Fall)	490	144
Totals	6152	616

On-Campus Recruiting (OCR)

New <i>Plus!</i> Registrants	2043
Unique Employers	157
Employer Visits	223
Schedules	359
Interviews	2423

Diversity Event & Leadership Event: Seminole Success Night

Student Organizations	7
Students	100
Organizations	24
Individual Employers	58

Credential File Service

New Registrants	60
Credentials Packages Sent	100

Job Listings - Symplicity/NaceLink

Full-Time Job Postings	3119
Total Job Postings	5652

Seminole Profiles: Resume Referrals

# of Employer Requests	109
# of Resumes Sent	9924

ProfessioNole

New Volunteers	48
Total Active Volunteers	524

ERRS Advising Contacts

# of Staff Reporting	4
# of Advising Contacts	511

Grants or Financial Awards

Received \$5,000 from SG sweepings during December 2011. Funds were used to support the Spring 2012 Part-Time Job Fair; and Seminole Success Night which was held in January 2012.

Client/Student Contacts in Career Library Area

Visits	Spring 2011	Summer 2011	Fall 2011	Total
Career Advising	4853	1884	5487	12224
Individual Career Counseling*	434	146	308	888
Total	5287	2030	5795	13112

*Note: Mock Interview statistics are reported in the next section.

CEO Core Programs & Activities

	Spring 2011	Summer 2011	Fall 2011	Total
CEO <i>Plus!</i> Registrants in SeminoleLink	808	296	742	1846
C/I Placements Accepted	132	241	111	493
GGSS Internship Engagements (Included in C/I Placement Totals Above)	37	22	37	96
Experiential Learning Opps Posted (Internships, Co-ops, Vol., Summer Jobs, Externships, Fellowships)	850	284	1173	2307
Part-Time Job Fair				
Registered Employers	35	N/A	30	65
Student & Community Participants	1300	N/A	1200	2500
Student Employment Program (SEP) (Part-time, Temporary, & Seasonal Jobs)	733	466	627	1826
Mock Interview Program				
Mock Interviews Conducted (Face-to-face, Panel, & Phone)	158	N/A	204	362

Career Portfolio Program

Statistics on Student Usage, 2009-Present*

Calendar Year Summary of Career Portfolio Usage

Academic Year	Summer	Fall	Spring	Total	Calendar Year	Spring	Summer	Fall	Total
2011-2012	1515	2048			2011	1724	1515	2048	5287
2010-2011	1384	2052	1724	5160	2010	1150	1384	2052	4586
2009-2010	1243	2207	1150	4600					

*All numbers include students and alumni up to five years after graduating or leaving Florida State University.



Garnet and Gold Scholar Society

- 57 students inducted
- 331 students submitted an Intent to Participate
- 307 intents were approved
- 265 students seen in advising
- 1930 students seen at 28 tabling events
- 590 students attended 39 presentations

SDS 3340: Introduction to Career Development Course

2010-2011 Total Semester Enrollment

<i>Spring 2011</i>	<i>Summer 2011</i>	<i>Fall 2011</i>	<i>Total</i>
168	63	162	393
<i>Spring 2010</i>	<i>Summer 2010</i>	<i>Fall 2010</i>	<i>Total</i>
165	66	164	395

SDS 3340 Class Levels by Semester, Spring 2011-Fall 2011

<i>Class Level</i>	<i>Spring'11</i>	<i>Summer'11</i>	<i>Fall '11</i>	<i>Total</i>	<i>%</i>
Freshmen	3	2	35	42	10.7
Sophomore	17	9	52	77	19.6
Junior	34	7	21	61	15.5
Senior	114	45	54	213	54.2
Semester Total	168	63	162	393	100

During 2011, The Career Center has been increasingly involved in providing critiquing services for distance students/alumni.

Below is some data about our **critiqued documents**.

<i>Critiqued Documents</i>	<i>Spring '11</i>	<i>Summer '11</i>	<i>Fall '11</i>	<i>Total</i>
Resumes	41	14	55	110
Cover Letters	17	2	4	23
Personal Statements	2	1	2	5
Curriculum Vitae	3	2	0	5
Other	0	1	2	3

Additional Highlights

The Career Center's annual **Career Guide**, written and published by Career Center staff, delivers career planning, interviewing, job search, on-campus recruiting, and post-graduate information to over 6000 students. The most recent guide, consisting of 104 pages, published in August 2011, was paid for by selling advertisements to organizations and educational departments and institutions who want to recruit and reach FSU students.

Myrna Hoover, Janet Lenz and Jeff Garis submitted an **Employer Relations Monograph** proposal that was accepted for publication by the NCDA (National Career Development Association).

Myrna Hoover was asked to serve as **Employer Relations Knowledge Group Chair** for SoACE (Southern Association of Colleges and Employers).

Under the leadership of **Juliette McDonald**, the **Career Internship Certification Program (CICP)**, an established Career Center program, was fully integrated into the new GGSS Internship Engagement area; created policies and procedures and developed a program matrix; serve as an area contact and approver for the internship area (Spring 2011). Juliette also hired and trained a graduate assistant to provide management and administrative support for this new initiative (Fall 2011).

Megan Waldeck was nominated to serve as the **Professional Development Director** for FCPA (Florida Career Professionals Association).

Emily Kennelly attended **U.S. Marshal CSCEP** (Centralized Student Career Experience Program) training in Dallas, TX.

Emily Kennelly served as campus advisor for the **National Society of Collegiate Scholars (NSCS)**; during Fall of 2011 approximately 300 students were inducted during a ceremony that featured Norman Thagard, NASA Astronaut and FSU Alumni as the keynote speaker.

Emily Kennelly represented The Career Center on the Student Disability Resource Center's **Johnson Scholarship Committee** in reviewing applicants and dispersing over \$50,000 in scholarships to students with disabilities.

Janet Lenz chaired the **EPLS/PSE faculty search committee**. **Outcome:** A new career counseling faculty member, **Dr. Debra Osborn**, the current president of the National Career Development Association was hired; Dr. Osborn also joined the Tech Center as a research associate.

Donna Ruscito, The Career Center's Disability Resource Center liaison, coordinated and promoted the **Workforce Recruitment Program's (WRP)** campus recruitment & interview visit. WRP is a recruitment and referral program that connects federal and private sector employers with college students and recent graduates with disabilities. **Outcome:** Exceeded the minimum number of required students on a schedule by 5, a total of 13 candidates interviewed. Potential candidates were identified through liaison work with Student Disability Resource Service staff.

Juliette McDonald, who serves as the Cooperative Education & Internship Association (CEIA), VP for the Southeast Region 3, submitted a proposal during Fall 2011 to present a workshop on The FSU Career Center's Career Internship Certification Program (CICP), entitled "**No Intern Left Behind: Career Internship Certification Program.**" The proposal was accepted and Juliette will present a 60-minute session at the CEIA Conference in Chicago, IL, April 2012.

During Spring and Fall 2011, Career Center staff, under the leadership of **Haley Foutch** and **Erin Harvey**, conducted needs **assessment surveys** regarding student use of The Career Center. Data was collected during an academic fair in the spring and in the fall surveys were distributed outside of HCB and the University Center bus stop.

Outcome: A total of 333 surveys were collected. The data indicated that the majority of students had heard of The Career Center (93% spring; 90% fall). Survey results provided useful data on services that students had used and information on topics that students were interested in learning more about.

The image features two men in business suits shaking hands in front of a large window. The scene is captured in silhouette against a bright, blue-tinted background. The window has a grid pattern, and the floor is highly reflective, showing clear reflections of the men and their hands. A semi-transparent white horizontal band is positioned across the lower half of the image, containing the word 'PARTNERSHIPS' in a dark red, serif font.

PARTNERSHIPS

2011 Partnerships with FSU Departments



These activities are a representative sampling of collaborations.

Alumni Association

- A series of meetings were held to inform the Alumni Association and college partners about the *ProfessioNole Network* and **increased volunteer enrollment**.
- **New promotional materials developed** to encourage Alumni Association membership and advertise relevant Career Center services to FSU alumni.

Athletic Department

- Changes in **Student Services staffing and fall program planning** were discussed.
- **Data to be collected** during the student athlete orientation in Fall 2012.

Center for Academic Retention and Enhancement (CARE)

- Partnered to provide new training for their **Peer Mentoring program**.

Center for Global Engagement (CGE)

- Career Center staff member participated with Beyond Borders Costa Rican **cultural exchange program** and assisted with teaching **intercultural communication course**.
- Career Center liaison collaborated and planned with CGE staff to **improve career services for international students** through inter-departmental workshops, collaborative marketing, and a student-centered approach focused on the unique career needs of international students.
- **CGE and Career Center staff members co-presented** an original topic on “*International Students and Career Preparation: Tips for Building an Effective Collaboration with Your College or University’s Career Services Center*,” at the Association of International Educators regional conference in October 2011.
- **Partnered to create and offer an International Student Employment workshop in March 2011**. Featuring sessions on resumes and cover letters, job search strategies, and the opportunity to talk with an immigration lawyer. This workshop provided the 50 international students in attendance with ways to succeed in their job search.

Center for Leadership and Civic Education (CLCE)

- **Co-hosted events** including Student Success Hour and Seminole Success Night.
- **Regularly provided information** regarding major Career Center services, events, workshops, and opportunities to distribute or post for their student organizations.
- **Website co-promotion established** with The Career Center linking to CLCE’s non-profit internship webpage and they to our internship recognition options webpage.

College of Arts and Sciences

- A **series of meetings were held** with Deans, department heads, and advisors.
- **Career-focused workshops were developed** for classes within the areas of computer science, biology, and math.





College of Business

- In partnership with The Career Center, the student leadership group in the college utilized the ***ProfessioNole* Network as a platform for their mentorship program.**
- During the initial launch in fall 2011, 55 business students applied for a mentor through The Career Center's ***SeminoleLink*** system.
- **Eleven sections (773 students) of Business Communication visited The Career Center** during the spring and fall semesters for a workshop on successfully using our services. All Business Communication students are required to attend.
- **Insurance Days in February 2011**, hosted in the Dunlap Success Center, was coordinated through *SeminoleLink* resulting in 23 employers, 82 interview schedules, and 252 total interviews.
- The Career Center participated in welcoming new business majors to the college's annual **New Student Open House**; over 300 students attended this event.

College of Communication and Information

- Collaborated with the college to assist in event publication creation, promotions, and registering students at the **Communication and Information Career Day Job Fair** in August 2010 and March 2011. Career Center staff attended to meet with employers, students, and support College coordinators.
- Provided Career Center representation and support to **Communication Futures undergraduate and graduate career development-focused courses.**
- Established a **new partnership with the Business Communication course requiring students to complete a mock interview**; Career Center staff members will be invited to review the mock interview process with the class each semester.



College of Criminology and Criminal Justice

- Partnered with The Career Center and INTERPOL to work on **internship recognition options and plan involvement for fall 2012 Internship Fair.**
- **MORE Mentoring Program will utilize *ProfessioNole*** to house their mentors and applications.
- Co-hosted a **Career Panel Discussion** and provided event materials.



College of Education

- ***SDS 3340 Introduction to Career Development***, involves a partnership where the course is jointly funded with **Educational Psychology and Learning Systems (EPLS)**. This class provides supervised teaching experiences for both doctoral and master's level students in counseling, counseling psychology, and higher education.
- **Twelve sections of the class are offered each year** and more than 20 instructors are involved with the course each semester.
- The course also serves as a research subject pool for doctoral students and for the **Center for the Study of Technology in Counseling and Career Development**, which is based in The Career Center.



College of Human Sciences

- Continued partnership with the **Retail Merchandising Product Development (RMPD) internship class** offered every fall and spring semester that consists of 50 students who are **required to complete a Career Center Mock Interview**.
- **From this College, 185 new students registered for SeminoleLink Plus! services and 665 attended the Career Center's 2011 expositions.**
- **Presented six workshops** on various career-related topics to College of Human Sciences' courses, student groups, and at their graduate orientation.

College of Law

- **Resume-writing and career advice workshops were presented** to the pre-law freshman interest group and Alpha Delta pre-law fraternity.

College of Medicine

- Collaborated with student leader to **provide a Career Center service to benefit medical students who are unable to visit our main FSU campus.**
- Held **Personal Statement Workshop** to assist students in Pre-Pharmacy Club.

College of Music

- Developed a **new liaison partnership** with this College.
- **Planned for upcoming resume workshops presentations** in their new Introduction to Music Entrepreneurship course.

College of Nursing

- **Discussed collaborative partnerships** for the department.
- Formulated **ideas for workshops and services** for the transition class.

College of Social Sciences

- **Provided workshops** to student groups, doctoral students entering job market, and for a Public Health class.
- Planned strategies to specifically **connect Political Science students to employers** through our services and events.

College of Social Work

- **Presented a Dining Etiquette workshop** for this College's Arts & Athletics Summer Camp to prepare students for a formal luncheon in President's Skybox.
- **Career Portfolio and resume-writing workshops were also presented** to the College.

College of Visual Arts, Theatre, and Dance

- **Discussed liaison development and partnerships** with academic advisors.
- Provided ideas for **connecting student organizations and faculty to workshops and resources** directly on their College's website.





FAMU-FSU College of Engineering

- **Successfully planned and facilitated the fall and spring Engineering Day career expos**, with a combined attendance of 1,096 students and 94 employers.
- **Coordinated the 2nd Annual Tallahassee Engineers Networking Night**; a networking opportunity for students and local engineering firms. This event was attended by 12 local organizations and 50 students.
- **Presented career-related workshops** to 17 organizations/classes and 783 students total.



First Year Outreach/Orientation

- **Presented to 213 Freshman English classes** in an effort to promote The Career Center to first year students.
- Provided informational presentations at **orientations to new students, transfer students, and parents**.

Florida Agricultural and Mechanical University (FAMU)

- Assisted the FAMU College of Nursing in **creating and implementing new interview process for admissions**; training 10 nursing faculty to conduct interviews, reviewing and revising interview questions with Dean and Director of Student Affairs.
- **Reviewed liaison development and partnerships** with College Dean.

International Programs (IP)

- Career Center CEO Department **established a referral program with IP** to inform FSU students interested in study or intern abroad opportunities.
- **IP staff presented a departmental overview** at a Career Center in-service training meeting.
- **Collaborated with IP staff to develop workshops** and activities for students studying, interning and volunteering internationally, including requiring a Career Center resume critique, a mandated Mock Phone Interview Workshop, creation of a tailored *'Making the Most of Your International Internship Experience Guide'*.
- Organized a **reflection and informational session** for Garnet & Gold Scholar Society participants in the international area.
- **Incorporated the Career Internship Certification Program into International Program internship abroad registration processes** to prepare students to complete the Garnet & Gold Scholar Society internship engagement area.

Panama City Campus

- FSU Career Center staff **traveled to Panama City campus to introduce the Garnet & Gold Scholar Society**.
- **Four students** from the Panama City campus have been inducted into **the Garnet & Gold Scholar Society**.



Panama (Republic of)

- **Re-established relations** with Republic of Panama FSU campus contacts.
- **Extended invitation to the Republic of Panama Resident Director to visit** The FSU Career Center and campus in Fall 2012.

The Graduate School

- Investigated the **possibility of creating a graduate version of the Garnet & Gold Scholar Society**.
- Resulted in the creation of the **Preparing Future Professionals Certificate** now available through The Graduate School.
- **Submitted a professional journal article on providing services to graduate students** which included national and FSU data. The article was accepted for publication by the National Association of Colleges and Employers (NACE) Journal.
- **Continue to serve on their recruitment task force** that includes representatives from the Office of Admissions, the Office of Financial Aid, and the Graduate School.

Student Disability Resource Center (SDRC)

- **Connected students with disabilities with employers**; 13 students participated in October 2011 interviews.
- Promoted and supported annual on-campus **Disability Awareness Day** event held in October 2011.
- Included 'Alternate Format Available' statement on all of our main publications, determined internal processes for streamlining these requests, and **working with SDRC to provide accessible file formats**.

Undergraduate Studies/Advising First/Exploratory Advising

- The Career Center and the Center for Exploratory Students **jointly sponsored the “Pizza and a Major” workshop series**, held in the spring, summer, and fall of 2011; 278 students attended. These interactive workshops provided exploratory students with high quality individualized assistance and an orientation to Career Center services.
- The Career Center and Advising First **developed and implemented the Student Success Conference** in October 2011. Targeted at freshmen, over 150 students attended six featured sessions and spoke with representatives from 25 different on-campus departments and organizations to learn how they can succeed as a 'Nole at FSU.
- In Spring 2011, The Career Center and Exploratory Advising **organized and hosted a series of panels for six different academic areas** featuring professionals working in or having specialized knowledge of various professional fields.
- **Continued partnerships discussed with Advising First** and proposed the idea of joint conference presentations related to our combined programming.
- **Submission and acceptance of a proposal** entitled “*Working Smarter Not Harder: A Collaborative Tool for Exploratory Students*” for the March 2012 Region IV National Academic Advising Association Conference, as well as another called “*Building an Exploratory Dream Team: A Collaborative Approach to Meeting the Unique Needs of Undecided College Students*” that was presented at the June 2012 National Career Development Conference.

Veterans Center and Collegiate Veterans Association

- Provided Career Center representation at the **Seminole Veteran Benefits Expo**.
- Planned a co-sponsored **Veterans Networking Night** to be held in September 2012.
- **New promotional materials developed** to advertise helpful Career Center services available to FSU veterans.

Career Center/Tech Center Staff Presentations

- Bornstein, H. (2011, June). An empowered future: Career decision making and job readiness for domestic violence survivors. National Career Development Association conference, San Antonio.
- Dorn, R. D., Lumsden, J. A., & Crume, A. (2011, June). Making big ideas happen: The garnet and gold scholar society. NASPA Summer Symposium, Savannah, GA.
- Dorsett, K., Cage, T., and Serrano, B. (2011, October). International student and career development: Tips for building an effective collaboration with your college or university's career services center. Presented at the NAFSA Region VII conference, Mobile, AL.
- Dorsett, K., Allen, D., & Osborn, D. (2011, July). Teaching career development: A look at career development courses past and present. National Career Development Association conference, San Antonio, TX.
- Dozier, C., & Foutch, H. (2011, July). Utilizing the Self-Directed Search supplemental materials: Demonstrating results and practical implications. National Career Development conference, San Antonio.
- Harvey, E., & Kreisberg, R. (2011, July). Make the most of the college experience by connecting within career goals. National Career Development Association conference, San Antonio.
- Hoover, M. A., Harding, T., Hoover, M., Colvenbach, M., & Angle, R. (2011, December). Leading a vibrant and extraordinary career services team. SoACE (Southern Association of Colleges and Employers) conference, Savannah, GA.
- Hoover, M., & Perry, C. (2011 December). Increasing employer visibility on campus. SoACE (Southern Association of Colleges and Employers) conference, Savannah, GA.
- Hoover, M J., Hansen, L., Harding, T., & King, C. (2011, June). Senior leadership: Lessons & advice from career center directors. FCPA (Florida Career Professionals Association) conference, Clearwater, FL.
- Johnson, Amy, & Lenz, J. (2011, June). Serving the career development needs of student athletes: Using data to inform practice. National Career Development Association conference, San Antonio.
- Lenz, J. L., Osborn, D., & Reardon, R. C. (2011, November). Connecting career theory to practice: A cost-effective approach. Society for Vocational Psychology conference, Boston.
- Lenz, J., Reardon, R., Sampson, J., & Peterson, G., & Saunders, D. (2011, July). Connecting career theory with practice: A cognitive information processing approach. National Career Development Association conference, San Antonio.
- Makela, J. P., Sampson, J. P., Smith-Keller, K., & Farrell, D. (2011, July). Social networking technologies, career professionals, and ethics. National Career Development Association conference, San Antonio.
- McClain, M., & Hirst, E. (2011, June). Motivational interviewing: An intervention for at-risk college students seeking career services. National Career Development Association conference, San Antonio.
- McClain, B., Reardon, R., & Bertoch, S. (2011, March). The current status of career services at colleges and universities: A thirty year replication study. American College Personnel Association conference, Baltimore.
- Melvin, B., & Galles, J. (2011, June). Assessing career readiness in ethnically and culturally diverse populations: What can we learn from past research to improve future service delivery? National Career Development Association conference, San Antonio.
- Sampson, J. P. (2011, March). The cognitive information processing approach to career choice. Delivered at Jyväskylä University of Applied Sciences, Jyväskylä, Finland.
- Sampson, J. P. (2011, July). Eight steps to improving career services in schools, colleges, and agencies. National Career Development Association conference, San Antonio.
- Sampson, J. P. (2011, August). Standards for distance counseling. Annual Meeting of State Counselor Licensure Boards, Greensboro, NC: National Board for Certified Counselors.

- Sampson, J. P., Reardon, R. C., McClain, M. C., & Musch, E. (2011, November). The supply and demand for career interventions as a social justice issue. 10th Biennial Conference: Forging Career Policy for the Greater Good, Boston, MA: Society for Vocational Psychology.
- Vuorinen, R., Kettunen, J., & Sampson, J. P. (2011, April). Practitioner perceptions of the role of technology and social media in Internet-based career guidance. International Career Conference 2011, Cairns, Australia: Career Development Association of Australia.
- Vuorinen, R., & Sampson, J. P. (2011, May). Privacy and ethics in e-Guidance. eGOS Project (e-guidance & e-government): Final Conference, Rome, Italy: European Union.

Career Center/Tech Center Staff Publications

- Bertoch, S. C., Reardon, R. C., Richer, C., Lumsden, J. A., & Ruff, E. A. (2011). Career information-seeking behavior: Rediscovering an effective career intervention (Monograph No. 55, pp. 89-95). In P. A. Gore & L. P. Carter (Eds.), *Students in transition: Research and practice in career development*. Columbia, SC: University of South Carolina, National Resource Center for The First-Year Experience and Students in Transition.
- Bullock-Yowell, E., Peterson, G. W., Reardon, R. C., Leierer, S. J., & Reed, C. A. (2011). Relationships among career and life stress, negative career thoughts, and career decision state: A cognitive information processing perspective. *Career Development Quarterly*, 59, 302-314.
- Bullock-Yowell, E., Peterson, G., Wright, L., Reardon, R., & Mohn, R. (2011). The contribution of self-efficacy in assessing interests using the Self-Directed Search. *Journal of Counseling and Development*, 89, 470-478.
- Hooley, T., Marriott, J., & Sampson, J. P. (2011). *Fostering college and career readiness: How career development activities in schools impact on graduation rates and students' life success*. Derby, UK: International Centre for Guidance Studies, University of Derby.
- Hughes, C., & Lenz, J. G. (2011, Autumn). A cognitive information processing approach to career services. *Australian Career Practitioner*, 22, 11-13.
- Osborn, D. S., Dikel, M. R., & Sampson, J. P. (2011). *The Internet: A tool for career planning* (3rd ed.). Broken Arrow, OK: National Career Development Association.
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