



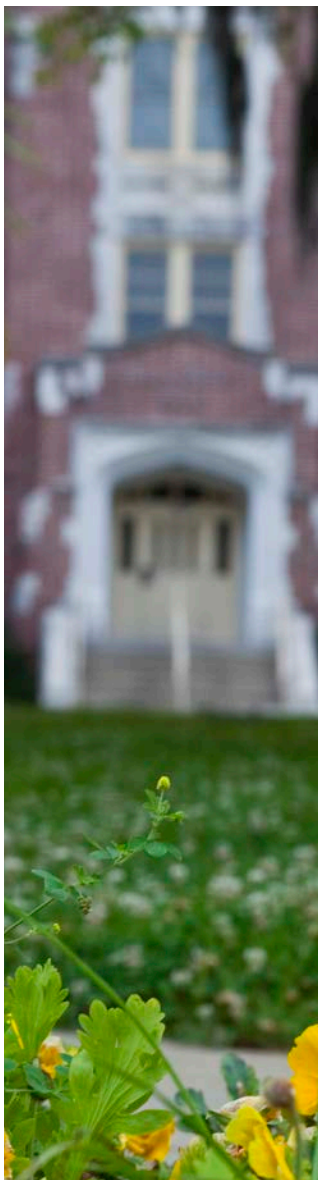
Florida State University Career Center

ANNUAL REPORT

2016



DIRECTOR'S PERSPECTIVE



A Year in Review

2016 was a year characterized by many positive changes at the FSU Career Center! These changes included the addition of critically needed staff and the implementation of university-wide initiatives that support The Career Center's array of comprehensive, innovative, and inclusive career services and the University's goal of supporting the graduate success of our students.

FSU's increase in U.S. News & World Report rankings among public institutions from 43rd to 38th, and a new strategic plan that emphasizes career and graduate school readiness, shows the university's commitment to prepare our graduates for 21st century careers. The need to prepare students to meet the demands of both a career and/or attending graduate school requires The Career Center to continue to engage students in high-impact experiential learning programs and skills development while providing them sound career advice. In addition to our robust career programs and services, The Career Center launched several new initiatives this year to further support the graduate success of FSU students.

The FSUshadow Program, a structured matching process that connects students with one-day shadowing opportunities for career exploration and an introduction to the world of work, connected over 50 students to employers in its first semester. We anticipate this program's growth to expand to hundreds of experiences for students each semester to "try out" a career field and identify the skills needed to be successful.

To meet the demands of online and distance students, The Career Center launched an online hub for employability skill building called The Career Platform. Available 24/7, this system allows students and alumni to view videos on important career topics such as today's critical career soft skills, personal branding, job search strategies, networking, and more. The Career Platform reviews the seven key competencies that support career readiness as identified by the National Association of Colleges and Employers: critical thinking, oral and written communication, teamwork, information technology application, leadership, professionalism, and career management skills.

The Career Center also expanded its career liaison model by embedding career staff within underserved academic units to increase students' career readiness via increasing experiential learning opportunities and employability skills training. The Colleges of Music, Fine Arts, and Communication and Information are now supported by an embedded career liaison. In addition, a career liaison was hired to support students planning to enroll in a graduate or professional program and current graduate students seeking employment within and beyond the academy.

In addition to the new career liaisons, The Career Center hired a staff person to support Career Center outreach and assessment. Last year, The Career Center provided 1,048 outreach programs to over 40,393 participants. By providing quality career programming, information on employment trends and employer needs, and assessing effectiveness in our programs and services, The Career Center can effectively meet the career preparation needs of FSU students.

The number of career advising engagements continued to increase from 19,520 to 20,242 during 2016. Students who met with Career Center staff during the 2015-2016 academic year expressed satisfaction with these services as more than 70% of students receiving drop-in career advising felt more confident about their future career plans.

The Career Center, with support from the Professional Fraternity Council and the Dean of Students Department, launched the Professional Clothing Closet to provide a way for FSU students to access business professional attire appropriate for career fairs, interviews, and the workplace. Kohl's was a generous sponsor of this effort.

Employers continued to source their talent at FSU with notable new employers including Google, Chewy, Champs Sports, Northrup Grumman, E&Y Service Delivery, and Space-X. Partnerships with The Greater Tallahassee Chamber of Commerce, CareerSource, Office of Economic Vitality, and Domi Station not only create internships and part and full-time employment, but they also provide local and state employers with qualified college graduates.

To support both accreditation and success metrics, The Career Center continues to partner with Student Affairs and Institutional Research to conduct a graduating senior survey. Data gathered from the last four years of the graduating senior survey indicated that the No. 1 way students found employment opportunities was through FSU Career Center services.

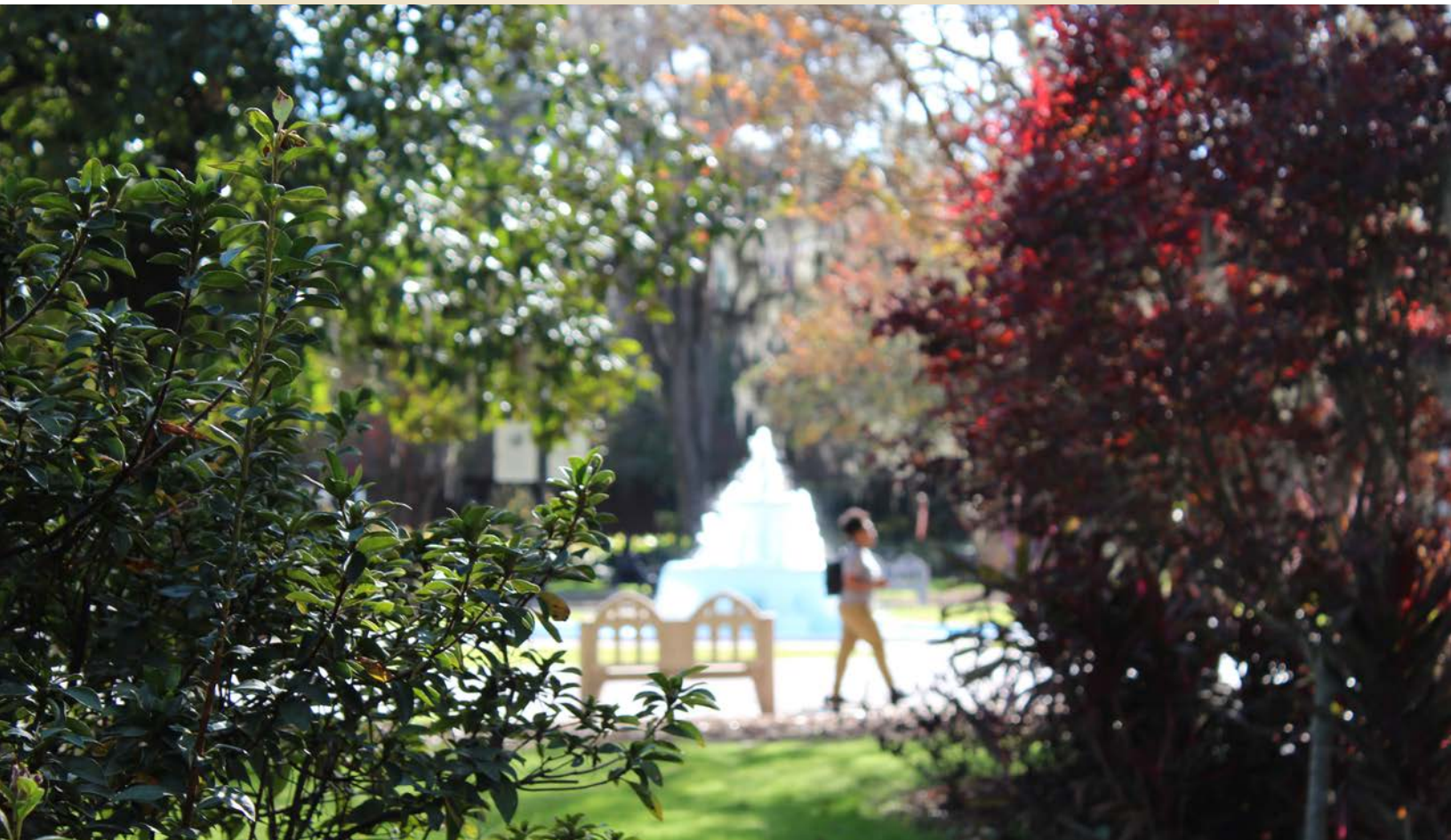
The Career Center continues to be a leader in our profession. Contributions in 2016 included hosting the 12th Biennial Society for Vocational Psychology Conference on "Integrating Theory, Research, & Practice in Vocational Psychology," producing the 5th edition of the career planning textbook, *Career Development & Planning: A Comprehensive Approach*, publishing numerous scholarly articles and presenting at national, regional, and state conferences. In addition to these contributions, The Career Center hosted international and national visitors from the Philippines, Florida Board of Governors, and SEC/ACC Career Center Directors.

As The Career Center embarks on 2017, we stay focused on our mission! We are confident of the positive impact we have preparing FSU students for career success.

Myrna P. Hoover

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VISION AND MISSION



Vision

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

Mission

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

Strategic Priorities

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

EXECUTIVE SUMMARY

Career Advising/ Counseling/ Career Library	20,242 clients
Career Outreach Programs	1,048 programs; 40,393 participants
Career Planning Class, SDS 3340	12 sections; 390 students
Cooperative Education, Internships, and Part-Time Jobs	7,105 co-ops/internships self-reported and academic internships; 3,937 experiential learning opportunities listed in SeminoleLink; 2,174 student employment positions listed
Mock Interviews	569 interviews conducted
Career Fairs	19 fairs; 1,579 employers; 10,529 students
On-Campus Recruiting	231 employers; 1,149 interview schedules; 4,403 interviews
Job Listings and Résumé Referrals	11,003 job listings referred to SeminoleLink for web-based listing; 11,424 résumés via Seminole Profiles sent to employers
Career Portfolio	1,879 new Career Portfolios created
Garnet & Gold Scholar Society	258 inductees



CORE PROGRAMS



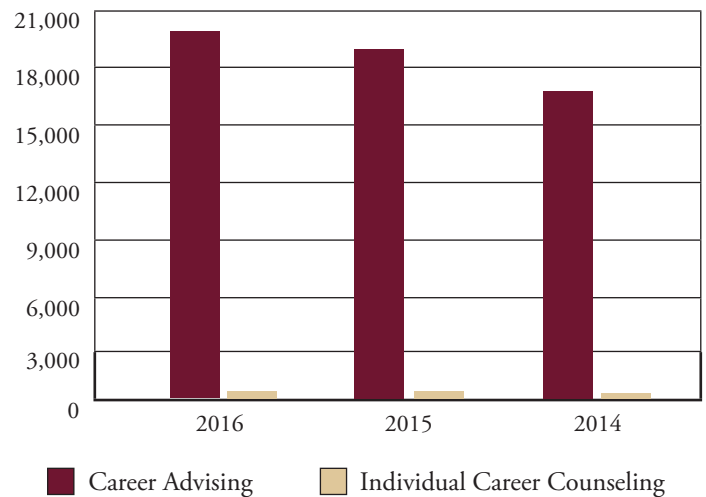
Career Advising, Counseling, and Career Library

Career Advising Contacts

Visit	Spring '16	Summer '16	Fall '16	Total
Career Advising*	8,535	2,554	8,565	19,654
Individual Career Counseling	341	62	185	588
Total	8,876	2,616	8,750	20,242

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

Career Advising Contacts: Three-Year Comparison



Distance Critiqued Documents

Critiqued Docs	Spring '16	Summer '16	Fall '16	Total
Résumé/CV	43	117	75	235
Cover Letter	2	5	9	16
Personal Statement	4	3	10	17
Total	49	125	94	268

During 2016, The Career Center has been increasingly involved in providing critiquing services for distance students/alumni.

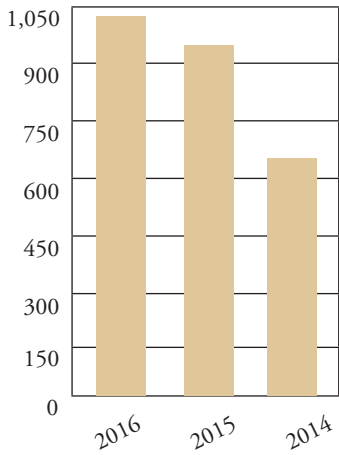
Career Outreach Programs

Calendar Year	Number of Workshops	Attendees
2016	1,048	40,393
2015	941	39,374
2014	658	25,806

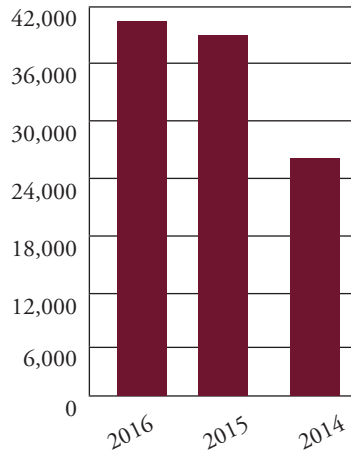
Career Center staff were invited to present an overview of Career Center services and programs to 4,654 students in 215 first-year English composition classes (included in the numbers above).



Workshops



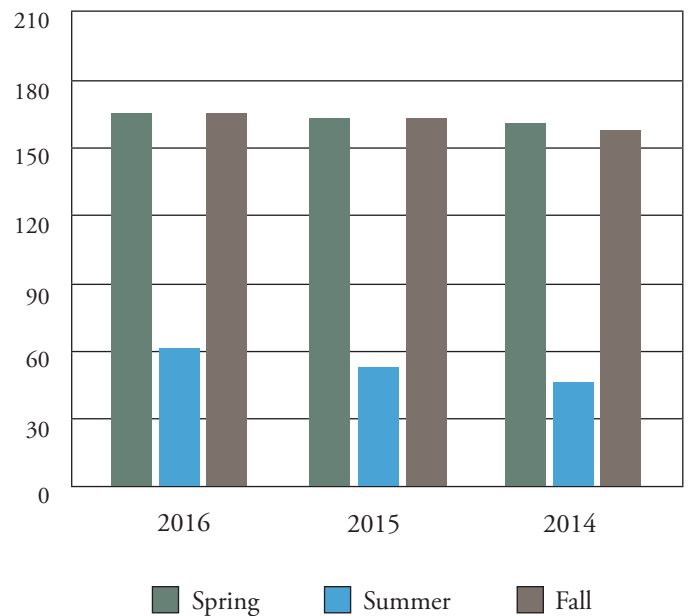
Attendees



Career Planning Class, SDS 3340

Semester Enrollments

Year	Spring	Summer	Fall	Total
2016	164	62	164	390
2015	163	54	162	379
2014	161	47	159	367

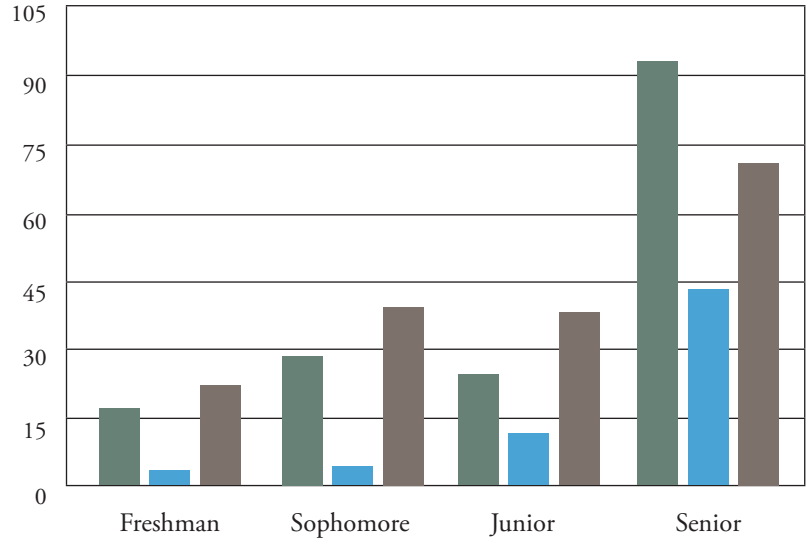


Career Planning Class, SDS 3340

Class Levels

Class Level	Spring	Summer	Fall	Total	%
Freshman	17	3	23	43	11
Sophomore	29	4	37	70	23
Junior	24	11	35	70	23
Senior	94	44	69	207	69
Semester Total	164	62	164	390	100

Spring 2016
 Summer 2016
 Fall 2016



Enrollment Levels, Fall 2007 to Fall 2016

Term	07 - 08	08 - 09	09 - 10	10 - 11	11 - 12	12 - 13	13 - 14	14 - 15	15 - 16	16 - 17
Fall	151 5 sections	163 5 sections	165 5 sections	164 5 sections	164 5 sections	161 5 sections	158 5 sections	159 5 sections	162 5 sections	164 5 sections
Spring	142 5 sections	169 5 sections	165 5 sections	168 5 sections	162 5 sections	159 5 sections	161 5 sections	163 5 sections	164 5 sections	TBD 5 sections
Summer	56 2 sections	64 2 sections	66 2 sections	63 2 sections	65 2 sections	47 2 sections	47 2 sections	54 2 sections	62 2 sections	TBD 2 sections
Total	349 12 sections	396 12 sections	396 12 sections	395 12 sections	391 12 sections	367 12 sections	366 12 sections	376 12 sections	388 12 sections	TBD 12 sections



Cooperative Education, Internships, and Part-Time Jobs

Engagement

January - December 2016	Spring	Summer	Fall	Total
Co-ops/Internships Self-Reported (Includes ERP, ECP, GGSS)*	141	275	163	579
Academic Internships** (Students registered for academic course credit)	2,283	2,215	2,028	6,526
Experiential Learning Opportunities in SeminoleLink (Internships, Co-ops, Volunteer, Externships, Fellowships, Call for Auditions/Exhibitions/ Submissions, and Research Opportunities)	1,222	694	2,021	3,937
Student Employment Program (SEP) Listings*** (Part-Time, Temporary, Seasonal Jobs, and Paid Part-Time Internships)	616	510	1,048	2,174
Job Shadow Participants****			53	53

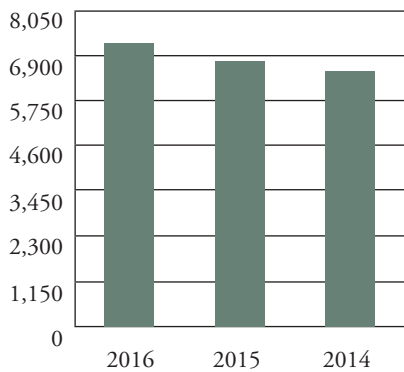
*ERP (Experiential Recognition Program); ECP (Experiential Certificate Program); GGSS (Garnet & Gold Scholar Society).

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

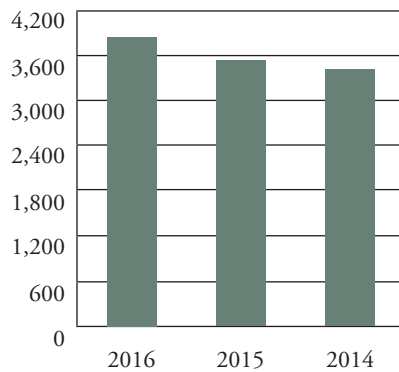
***2016 and 2015 numbers reflect new reporting processes following National Association of Colleges and Employers guidelines.

****The matched FSUshadow program launched during the Fall 2016 semester

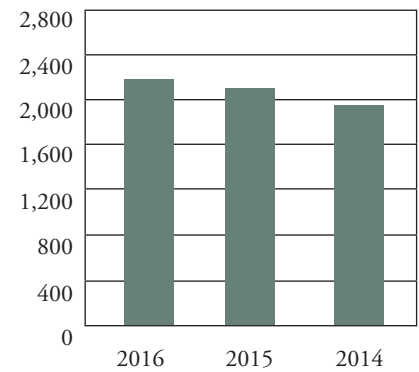
Co-op/Internships Self-Reported & Academic Internships



Experiential Learning Opportunities in SeminoleLink



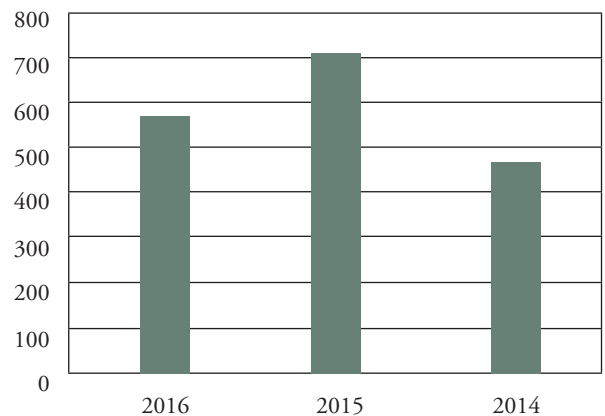
Student Employment Program (SEP)

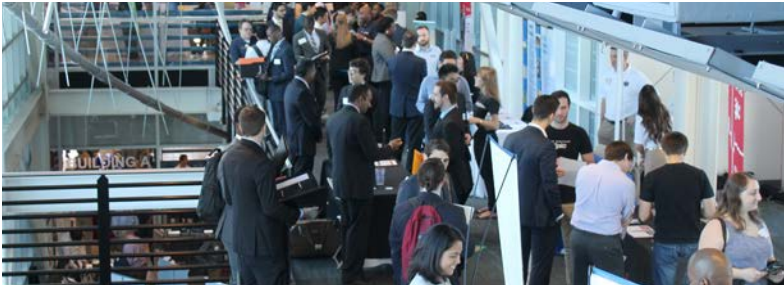


Mock Interview Program

Mock Interview Participants

Year	Spring	Summer	Fall	Total
2016	307	27	235	569
2015	331	46	330	707
2014	181	N/A	292	473





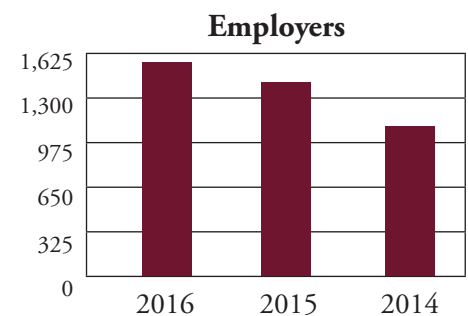
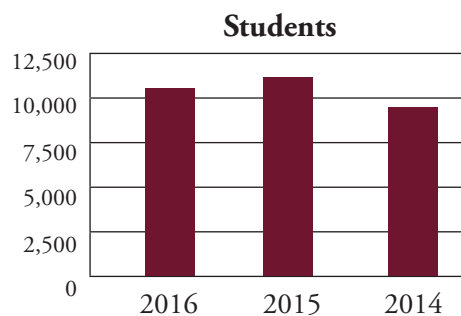
Career Fairs

<i>Event</i>	<i>Students</i>	<i>Organizations</i>
Part-Time Job Fair (Spring)	1,447	47
Engineering Day (Spring)	739	68
Seminole Success Night: A Celebration of Leadership and Diversity (Spring)	152	116
Seminole Futures (Spring)	2,010	179
College of Communication & Information Career Fair (Spring)*	252	45
Government & Social Services Career Fair (Spring)	262	51
Health Professions Career Fair	106	11
Education and Library Career Fair (Spring)	146	60
Tallahassee Engineers Networking Night (Spring)	113	16
SEC-ACC Virtual Career Fair (Spring)	238 (FSU)	138
Statewide Job Fair (Summer)	1,120	197
Part-Time Job Fair (Fall)**	Event Cancelled	67
Engineering Day (Fall)	1,135	104
Veterans Networking Night (Fall)	43	49
Seminole Futures (Fall)	2,354	209
College of Communication & Information Career Fair (Fall)*	216	45
Graduate School Fair (Fall)	37	79
Law School Fair (Fall)	43	79
Criminology Internship Fair (Fall)*	116	19
Total	10,529	1,579

*Partnership events with academic units

**Event cancelled due to severe weather

Career Fair Attendance: Three-Year Comparison



On-Campus Recruiting

Unique Employers:
231

Employer Visits:
484

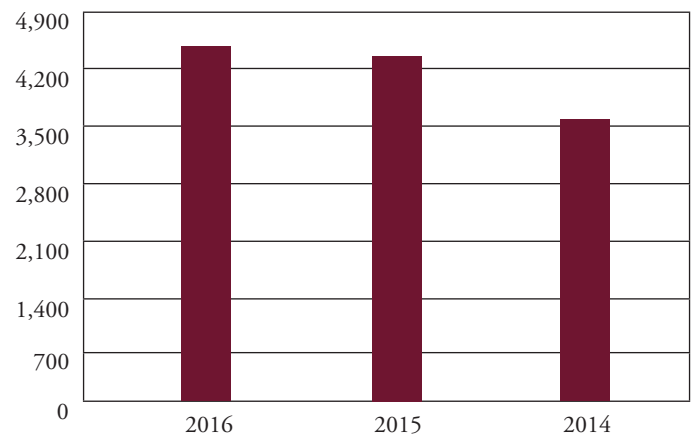
Schedules:
1,149

Phone/Skype Interviews:
338

Total Interviews:
4,403



On-Campus Recruiting: Student Interviews



Job Listings and Résumé Referrals

Job Listings: Symplicity/NACELink

Full-Time Job Postings:
5,546

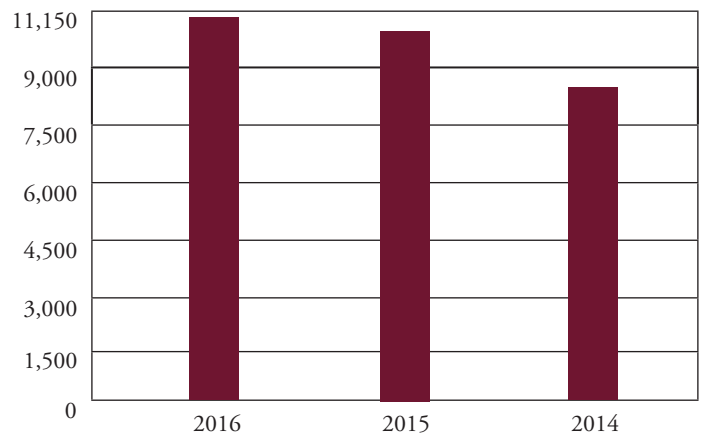
Total Job Postings:
11,003

Seminole Profiles: Résumé Referrals

Number of Employer Requests:
82

Number of Résumés Sent:
11,424

Total Job Postings: Symplicity/NACELink



ProfessioNole

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

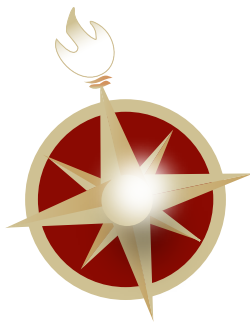
New Volunteers:
307

Total Active Volunteers:
1,624

Career Portfolio Program

New Career Portfolios Created

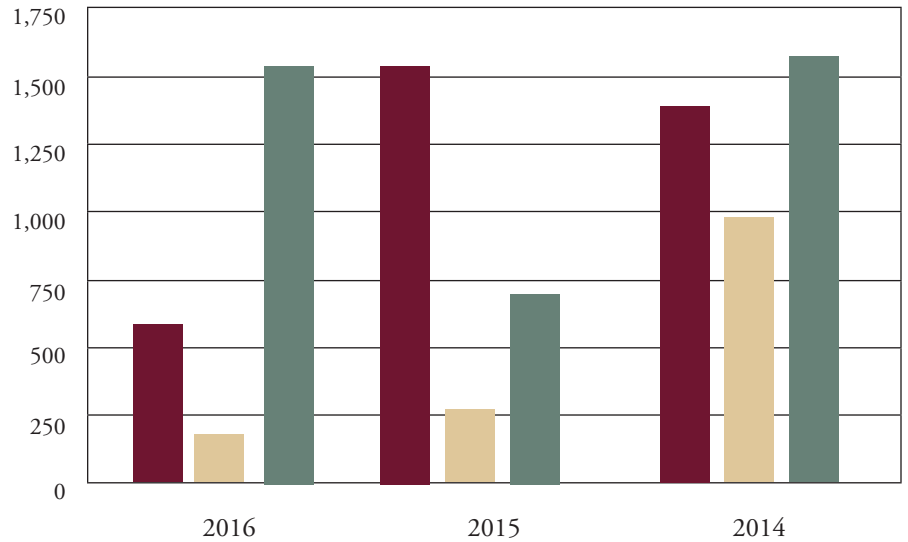
	Spring	Summer	Fall	Total
2016	593	197	773	1,563
2015	1,558	270	730	2,555
2014	1,417	997	1,574	3,988



Unique Users

Since the Career Portfolio's inception, there have been **93,567 total unique users**, and in 2016, there were **1,879 unique users**.

■ Spring ■ Summer ■ Fall



Career Portfolio Contest

Year	# of Contest Submissions	Percent Increase/Decrease
2016	75	34%
2015	56	51%
2014	37	-31%
2013	54	20%
2012	45	56%
2011	25	-58%



Career Portfolio winners pictured from left to right: Devin Bedgio, Erin Morpeth, Ke'Von Harris. Not pictured: Daniela Carbajal

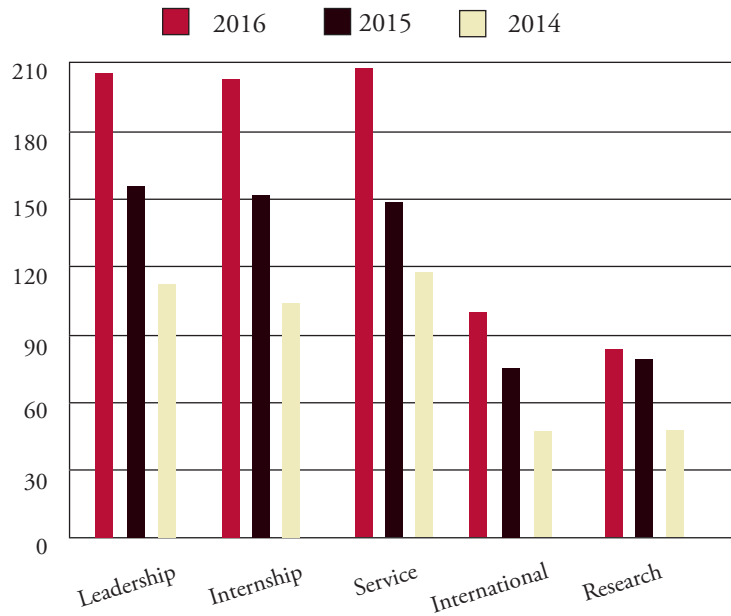
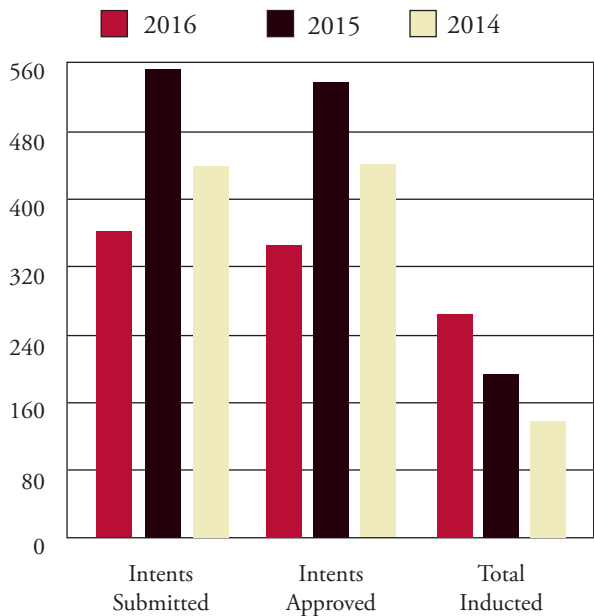


Student Engagement

	2016	2015	2014	2013	2012	Total
Intents Submitted	356	554	448	449	334	2,141
Intents Approved	352	545	441	414	283	2,035
Total Inducted	258	200	145	85	89	777

Completions by Engagement Area

	2016	2015	2014	2013	2012	Total
Leadership	196	158	114	71	63	602
Internship	194	151	104	63	64	576
Service	203	149	119	66	76	613
International	98	68	48	32	40	286
Research	83	74	50	23	24	254

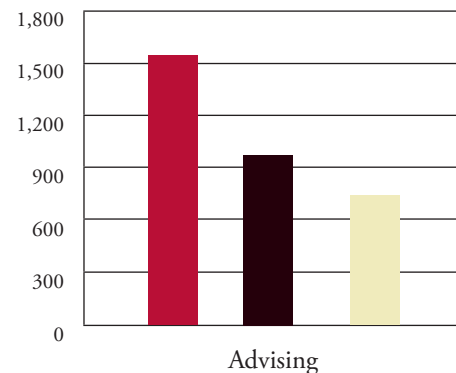
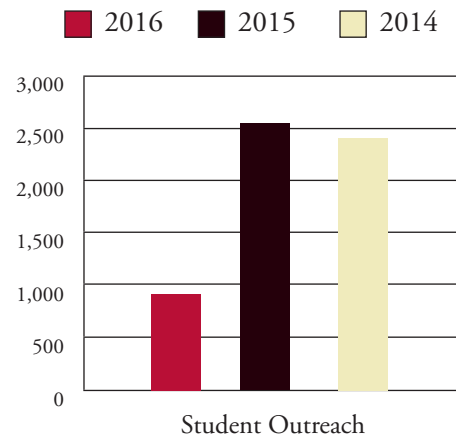


Promotion/Marketing

	2016	2015	2014	2013	2012	Total
Student Outreach*	984	2,562	2,468	1,541	2,081	9,652
Advising**	1,556	951	721	364	528	4,120

*Presentations, Tabling Events, Workshops

**Phone, Email, Drop-In, and Appointments



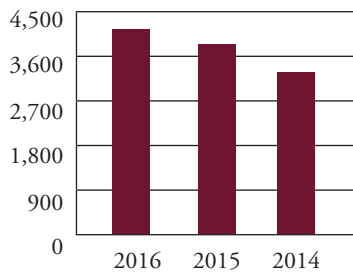
Marketing and Social Media Engagement

Engagement with Students and Employers

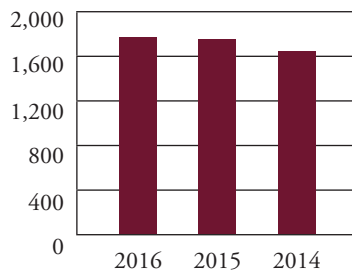
Outlets	2016	2015	2014
Facebook (Total Likes)	4,386	3,849	3,324
LinkedIn (Members in Group)	1,790	1,783	1,616
Twitter (Total Follows)	2,315	1,619	855
Instagram (Total Follows)	1,101	560	136
Pinterest (Total Follows)	91	67	22
Career Center Website Views (Per Month)	35,409	27,026*	32,164
Student Newsletters <i>Reach</i>	39 newsletters; 41,473 students	34 newsletters; 42,014 students	37 newsletters; 47,521 students
Faculty/Staff Newsletters <i>Reach</i>	N/A	N/A	8 newsletters; 16 colleges; 14 departments

*The Career Center transitioned to a new website platform in 2015. The number reported represents an average of website views in November and December 2015.

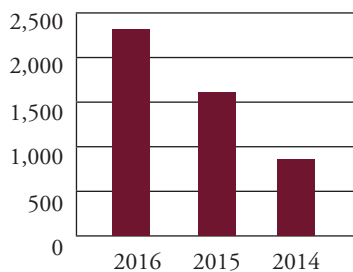
Facebook



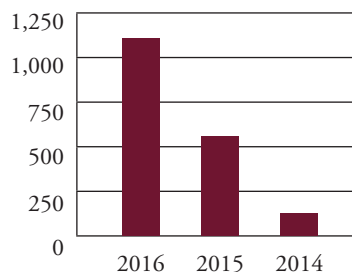
LinkedIn



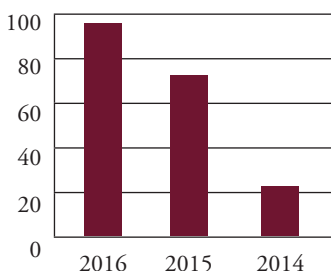
Twitter



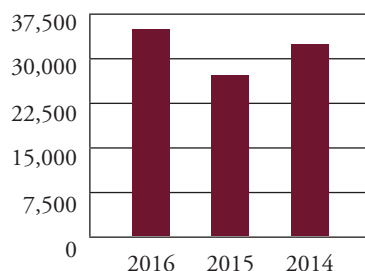
Instagram



Pinterest



Website Views*



GRADUATING SENIOR SURVEY

General Information for All Colleges

Graduating seniors were asked to complete an online survey regarding their post-graduate plans during April 2015. 7,846 graduating seniors from summer 2015, fall 2015, and spring 2016 completed the survey, which represents over 93% of all graduates. Also included in these findings are the results of a six-month follow-up survey. A brief summary of the findings follows:

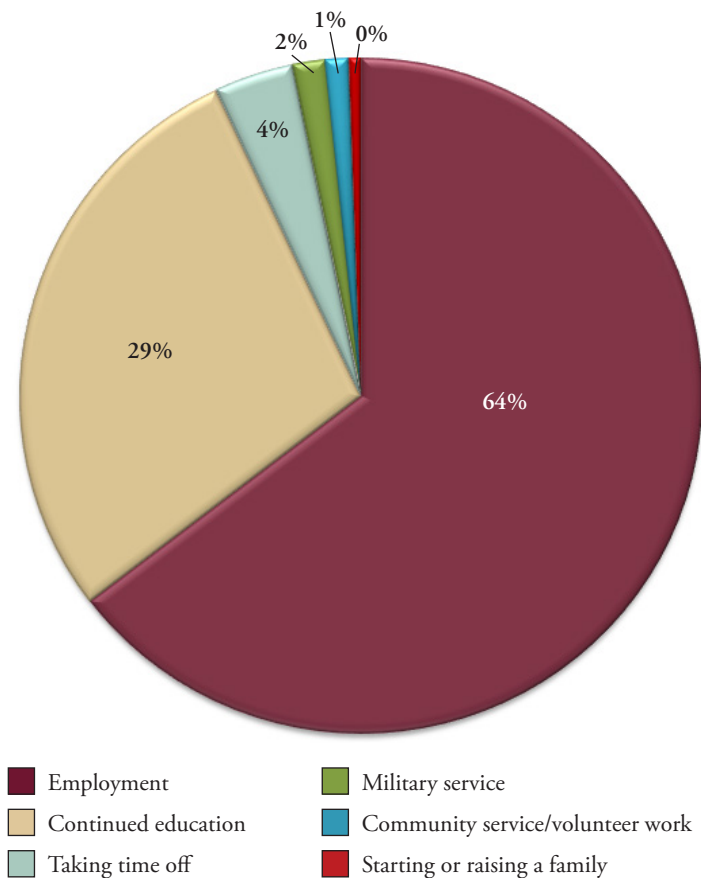
FSU Experiences

	%
Participated in a student organization	63.8
Participated in community service	62.3
Completed an internship, practicum, field experience, or clinical assignment	53.9
Employed part-time, off campus	53.5
Participated in intramural sports	35.6

Employment Status

	%
Seeking employment	61.3
Have one or more job offers	70.6

Primary Plans after Graduation



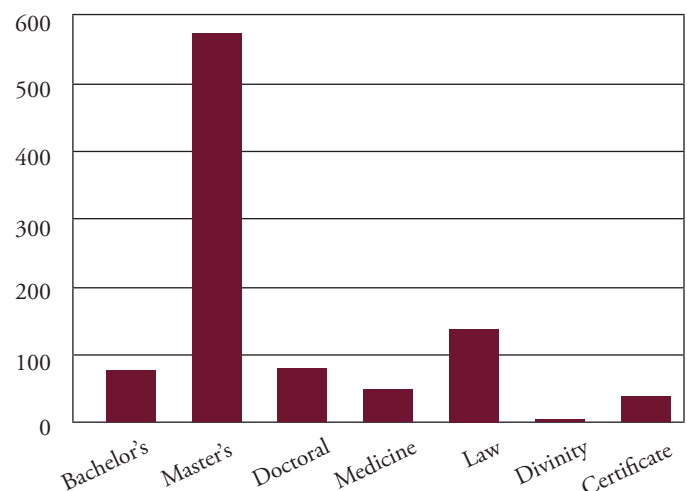
Classification of Employed Students

	%
Full-time employment	86
Employment related directly to major	73.1
Employment requires a college degree	68.7
Employed in Florida	71.1
Employed out of state	25.4
Self-employed	1.5

Graduate School Status

	%
Pursuing further education	24.3
Have one or more admission offers	70.3

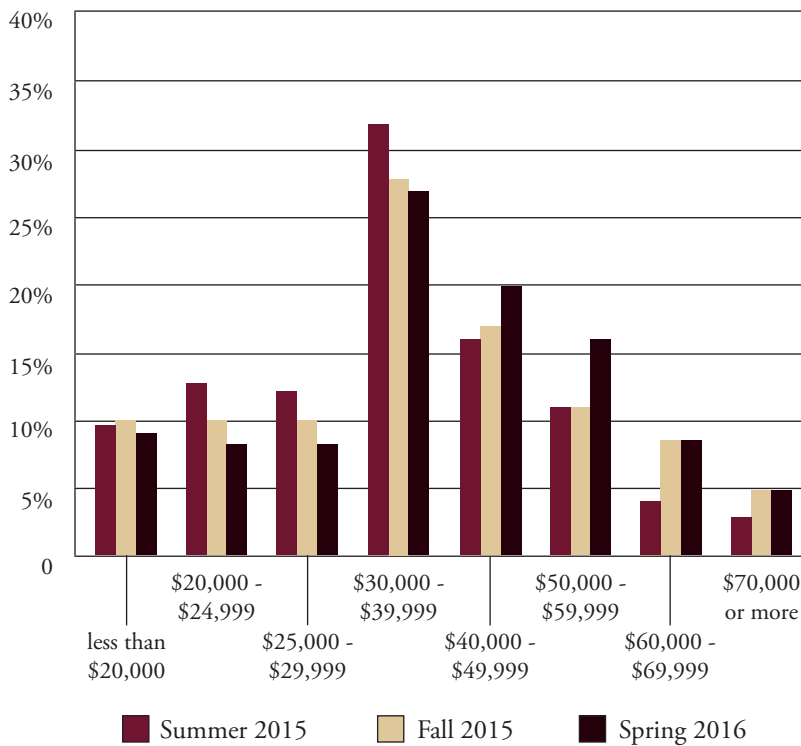
Degrees that FSU Graduates are Pursuing



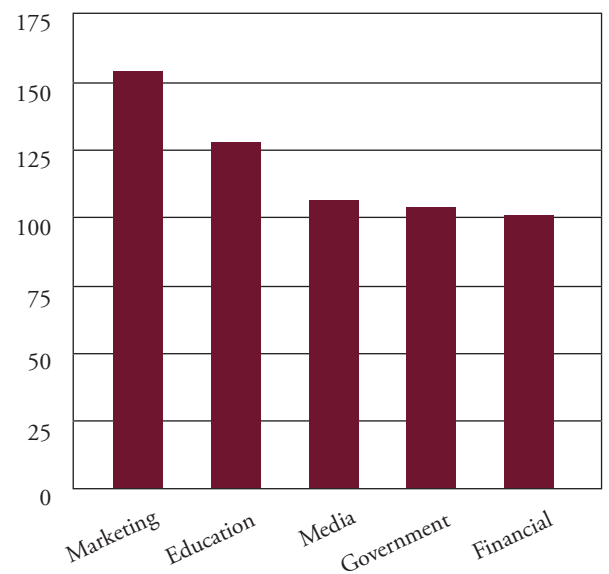
Top 5 Graduate or Professional Schools

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

Full-Time Position Salary Summary



Top 5 Employment Industries

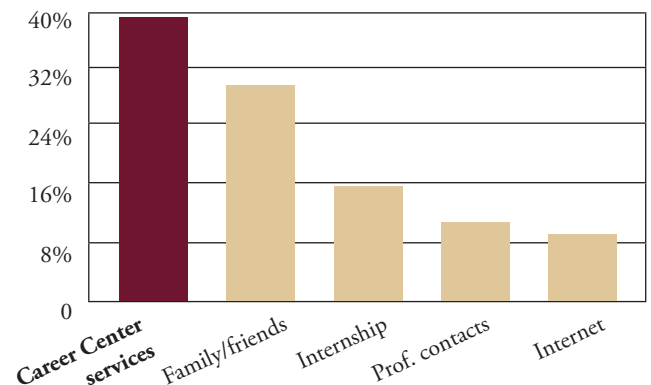


	less than \$20,000	\$20,000 - \$24,999	\$25,000 - \$29,999	\$30,000 - \$39,999	\$40,000 - \$49,999	\$50,000 - \$59,999	\$60,000 - \$69,999	\$70,000 or more
Summer 2015	9%	13%	12%	32%	16%	12%	4%	3%
Fall 2015	10%	10%	10%	28%	17%	12%	8%	5%
Spring 2016	8%	8%	8%	26%	20%	16%	8%	5%

How Seniors Found Employment Opportunities %

Career Center services	39.4
Family/friends	29.8
Internship	15.2
Professional contacts	9.7
Internet	8.6

How Seniors Found Employment Opportunities



Graduate Employment and Education by State

Florida State graduates work and study all over the world, and the latest Noles are following suit. While over 2,100 of FSU's graduates are staying in Florida, members of the class will be living in 27 different countries and 47 states.

ACCOMPLISHMENTS



2016 Society for Vocational Psychology Biennial Conference

The Center for the Study of Technology in Counseling and Career Development (Tech Center), a joint partnership between the Department of Educational Psychology and Learning Systems in the College of Education and the FSU Career Center, hosted the 2016 Society for Vocational Psychology Biennial Conference in May.

FSUshadow

The Career Center launched the FSUshadow program this fall to connect students with employers, community partners, alumni, and friends of the university for one-day job shadowing opportunities in a wide variety of career fields and industries. FSUshadow occurs during winter and spring break and is for FSU undergraduate and graduate students. During the inaugural session, over 50 students were matched with organizations.

Professional Clothing Closet

The Career Center, in partnership with the Professional Fraternity Council student organization, launched the Professional Clothing Closet that provides a way for students to access FREE professional and business casual attire appropriate for career fairs, interviews, and the workplace.

SEACnet Annual Meeting

The Career Center hosted Career Center leadership from the Southeastern Conference and Atlantic Coast Conference schools in July 2016. Best practices, innovations, and future initiatives were discussed.

Graduating Senior Survey

The Career Center, in conjunction with the Division of Student Affairs and Institutional Research, conducted another successful graduating senior survey and a six-month follow-up survey that resulted in a 93% and 31% response rate respectively. For the 4th year in a row, students reported that the number one way they found employment was through Career Center services.

Advisory Board

The Career Center hosted local and national employers at a day-long annual Advisory Board meeting. Members received a University update by Provost Sally McRorie, learned about the new liberal studies curriculum from Director of Liberal Studies Dr. Annette Schwabe, toured campus landmarks including the President's House and Heritage Museum, and attended a discussion on insights and strategies for recruiting and retaining the best talent across generations by Dan Black, Americas Director of Recruiting for Ernst & Young LLP.

Embedded Career Liaison Scale-Up

Due to continued success of the embedded Career Liaison service delivery model, The Career Center was awarded positions to serve the College of Business, College of Communication & Information, College of Fine Arts, and College of Music.

FCC Annual Meeting

The Career Center hosted representatives from the Board of Governors (BOG) at the Florida Career Centers' (FCC) annual meeting held at the FSU Career Center. FCC and BOG website links and flyers were created to promote the Florida Career Centers as the source for talent in Florida.

Student Employee of the Year

The Florida State University Career Center hosted the second annual Student Employee of the Year award ceremony. Departments and divisions across campus nominated 150 students for their vital contributions to campus work.

Successful Partnerships

Career Center staff met with Division of Student Affairs Directors to discuss recognition of student interns through the Experiential Certificate Program including Campus Recreation, Dean of Students, Student Government Association, and the Oglesby Student Union.

Career Center staff hosted FSU Deputy Legal Counsel Mike Cramer to train staff on policies regarding student privacy/confidentiality, intellectual property, and higher education cases of interest.

Career Center staff hosted Greater Tallahassee Chamber of Commerce representatives to collaborate on programs and resources offered by both organizations.

Career Center staff hosted Dream Careers for two on-campus visits resulting in the highest number of FSU applicants for their summer internship program.

Career Center staff continued a partnership with Southwestern Advantage hosting recruiters on-campus for multiple information sessions regarding their summer internship program.

Career Center staff partnered with the following local organizations to increase part-time job opportunities for FSU students: The Centre of Tallahassee, the Greater Tallahassee Chamber of Commerce, the Downtown Tallahassee Business Association, the Big Bend Minority Chamber of Commerce, and the FSU Student Government Association.

In partnership with Undergraduate Studies, Career Center staff coordinated Pre-Law Advising for 552 undergraduate students. Nine workshops were conducted by The Career Center, Undergraduate Studies, and the Law School. Career Center staff managed the Pre-Law listserv, creating a new email address (prelaw@fsu.edu) to serve as a central point of communication for student questions and relevant communications.

Business Partnerships

Career Center staff attended two College of Business Board of Governors meetings and presented pertinent career information specific to the college in addition to the new online Career Platform.

Career Center staff hosted the following employers on campus for meetings to discuss building internship programs and successful intern recruitment strategies: Amazon, Apple, Around Campus Recruiting, Blue Fox Entertainment, Domi Station, Dream Careers, FanNav, the Greater Tallahassee Chamber of Commerce, Syn-Tecc Systems, and Tyndall Federal Credit Union.

Career Center staff conducted employer visits to create successful internship programs with Chabad, GloFX, Institute for Intergovernmental Research, Sanitation Products of America, and the James Madison Institute.

Career Center staff consulted with Oxford Exchange (Tampa, FL) to develop their social media marketing internship program for summer 2016.

Career Center staff partnered with FSU Alumna and Board of Trustees Member Nancy McKay (CEO of NEST Fragrances) to host two information sessions promoting the YMA Fashion Scholarship Fund and Internship Program to students interested in a career in the fashion retail industry.

Career Center staff partnered with Enterprise Holdings to offer the Enterprise Veteran Scholarship to a currently enrolled student veteran. The winner, Michael Bryan, was awarded \$1,000 at the 5th Annual Student Veterans Networking Night.

Technology

The Career Center partnered with Purposely to customize and launch The Career Platform, an online career employability and readiness hub for FSU students and alumni.

The Career Center partnered with LinkedIn to launch the LinkedIn Students App. Using insights from LinkedIn's database of over 400 million professionals, the App helps FSU students discover jobs that are a best fit for graduates with their major, organizations that tend to hire from FSU, and the careers paths of recent alumni with similar degrees.

SeminoleLink (Symplicity CSM system) was upgraded with a new staff and employer interface, modern student engagement dashboards and employer registration review enhancement. These enhancements provided a new look and graphic user interface capable of integrating with the new LinkedIn application.

Training

Lauren Kume and Melissa Forges participated in the Advance Leadership Development program sponsored by the FSU's Human Resources Office of Training and Organizational Development.

Career Center staff participated in a Relational Sales Training session sponsored by City Furniture. The training was designed to highlight effective ways to establish and maintain relationships to enhance overall career center interactions with students, faculty, staff, and employers.

Open Houses

The Career Center held an Open House for faculty, staff, and students in September.

Grants or Financial Awards

- Awarded \$5,000 to assess critical thinking initiatives as part of Florida State's Quality Enhancement Plan (QEP).
- Received a \$9,000 grant from Enterprise Holdings to enhance FSU students' career development.
- Received \$250 from Kohl's for the newly implemented Professional Clothing Closet.
- Received \$10,000 in funding for support and implementation of the FSUshadow program.
- Received \$50,000 to support the newly established internship fund.



Student veteran, Michael Bryan, wins \$1,000 scholarship.

Workshops and Outreach

The Career Center increased student participation in the Nole to ProfessoNole professional development workshop series by implementing the series in the College of Business and FAMU-FSU College of Engineering. The Nole to ProfessoNole series provides students across campus with resources, insight, and advice on employability skills, job search strategies, financial goal-setting, and more. During 2016, 471 students participated in 59 Nole to ProfessoNole workshops.

Career Center staff continued outreach and follow-up with alumni, families, and employers interested in becoming a ProfessoNole volunteer resulting in a current database of over 1,600 volunteers - an increase of 328 new ProfessoNole volunteers.

The Career Center continued its Student Ambassador program with 25 FSU students providing outreach support services for The Career Center.

DIVERSITY AND INCLUSION

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

- Career Center staff attended the NACE Diversity and Inclusion Webinar.
- Career Center staff attended a webinar on “Educating Students about Professional Dress in a Gender Inclusive Manner.”
- **Jackie Belle, Jami Lynn Cook, Carey Fee, Melissa Forges, and Kaela Frank** attended the Allies & Safe Zone 101 Workshop, a three-hour training in allyship and current issues that impact the LGBTQ+ community.
- **Jami Lynn Cook, Michelle Futo, Vanessa Freeman, and Adam Miller** attended the Social Justice ALLY training.
- **Kaela Frank, Michelle Futo, V’Rhaniku Haynes, Victor Martinez, Adam Miller, and Kristin Zaideman** served on the Career Center’s Diversity and Inclusion Committee.
- **V’Rhaniku Haynes** and **Calvin Williams** became mentors for the Black Male Initiative (BMI).
- **Victor Martinez** completed the FSU Human Resources Diversity & Inclusion Certificate.

- **Victor Martinez** and **Calvin Williams** served on the DSA Diversity and Inclusion committee.
- **Katie Dean Moore** served as a facilitator for the Center for Leadership & Social Change’s Social Justice Ally Training.
- **Leah Sibbitt** represented FSU as the liaison for the Workforce Recruitment Program that connects federal employers to students with disabilities.
- **Calvin Williams** served on the Enterprise Holdings Veterans scholarship committee, awarding a \$1,000 scholarship to a student veteran.

The Career Center supports and promotes diversity and inclusion in numerous ways, some of which include:

- Providing Seminole Success Night: A Celebration of Leadership & Diversity;
- Hosting Veterans Networking Night in partnership with the FSU Student Veterans Center;
- Increasing career information resources for the following populations: LGBTQ+, women, students with disabilities, veterans, minorities;
- Connecting career services and employment opportunities to students with disabilities.



ADDITIONAL HIGHLIGHTS



The FSU Career Center Career Liaison Model was selected as the NASPA-Student Affairs Professionals in Higher Education National Silver Award Winner for the Careers, Academic Advising and Support category.

The FSU Career Center Career Liaison Model was chosen as the Cooperative Education & Internship Association's (CEIA) Best Practices winner.

Career Center staff participated in the CARE Summer Bridge Program Faculty & Staff Welcome Luncheon Event welcoming in the new Summer Bridge students.

Career Center staff participated in the 2016 Statewide Job Fair in Orlando to network with employment partners and employer relations colleagues from around the state.

Career Center staff attended the Tally Tech Tour to increase knowledge of and to cultivate relationships within Tallahassee's emerging technical landscape.

Lauren Apgar, Lauren Haynes, and Shelby Young were inducted as Seminole Torchbearers.

Tracey Dowling served as the Vice-President of the Cooperative Education Network for the Cooperative Education & Internship Association.

Tracey Dowling completed the National Association of Colleges & Employer's Leadership Advancement Program (LAP).

Tracey Dowling served as a Judge for the Greater Tallahassee Chamber of Commerce's Best & Brightest Award – Career category.

Tracey Dowling served on the inaugural FSU GAP Year Committee.

Tracey Dowling and **Geneva Scott** served on the FSU New Student & Family Programs Orientation Leader Selection Committee.

Casey Dozier, Melissa Forges, Lauren Kume, and Kristin Zaideman represented the Career Center at the Capitol for "Take Our Daughters and Sons to Work Day."

Carey Fee served on an alumni panel "Life After Graduation" for FSU's College of Fine Arts.

Melissa Forges served as a Board Member to L3 (Ladies Learning to Lead), a non-profit organization that provides professional leadership development training and life skills to young ladies in middle and high school.

Melissa Forges attended two Fred Pryor Trainings, “Making the Transition from Staff to Supervisor” and “You’ve Just been Promoted...Now What?”

Melissa Forges, Emily Kennelly, Lauren Kume, Megan Hollis, and Heather Scarboro attended the Fred Pryor Training: Management & Leadership Skills to gain day to day tips/tricks for being a leader within the workplace.

Laura Gayle, a junior majoring in Human Resource Management major, was awarded the Cooperative Education & Internship Association’s 2016 Internship Student Achievement Award.

V’Rhaniku Haynes, Lauren Kume, Amanda Sargent, and Geneva Scott attended the Noles Professional Institute, a program for leadership development among new professionals in student affairs at FSU.

Megan Hollis and **Heather Scarboro** completed the Advanced Leadership Development Program through the Office of Training and Organizational Development.

Megan Hollis was featured as The Career Center representative and Veterans Liaison in a video filmed by the Student Veterans Center.

Megan Hollis continued to serve as the Secretary for the Florida Association of Colleges & Employers.

Myrna Hoover was asked to serve on the Board of Directors of Symplicity, the largest Career Services Management system provider for colleges and universities.

Myrna Hoover served on the Graduate Student Membership Task force for the National Association of Colleges and Employers.

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

Julia Kronholz was awarded an NCDA Mentor Research Grant for her research proposal “The Relationship among Dysfunctional Career Thoughts, Interest Profile Elevation, and Ability Self-Estimates” by the National Career Development Association Research Committee.

Lauren Kume served as the program coordinator for the Experiential Education Knowledge Group with SoACE.

Lauren Kume and **Leslie Mille** served on the FSU Faculty/Staff Campaign Committee.

Lauren Kume was featured in an article about the Editing, Writing, and Media major as the Career Liaison in the College of Arts and Sciences Magazine, *Across the Spectrum*.

Janet Lenz, Program Director for Instruction, Research, and Evaluation and Senior Research Associate, received the 2016 Eminent Career Award from the National Career Development Association (NCDA).

Janet Lenz and **Amanda Sargent** served as judges for the FSU 3-Minute Thesis Competition.

Victor Martinez served as the inaugural chair for the Student Career Development Knowledge Community with NASPA Florida.

Victor Martinez was asked to serve on the Advisor Task Force of the National Society of Collegiate Scholars, a national honors society with over 300 chapters.

Victor Martinez served as cohort facilitator for the FSU Greek Leadership Summit.



Victor Martinez served as the faculty/staff advisor for the National Society of Collegiate Scholars and the Dominican Student Association.

Leslie Mille served as co-chair of the University's Faculty/Staff Campaign Committee, which encourages Florida State University employees to become involved in fundraising efforts to support initiatives that will elevate Florida State into the top 25 rankings among all public universities.

Leslie Mille worked with the Office of Admissions to include The Career Center in the Visitor Center's virtual campus tour, including photos and a video.

Leslie Mille served as a small-group facilitator for the Division of Student Affairs Noles Professional Institute (NPI) that helps professionals integrate the roles of Professional, Manager, and Leader with Self while encouraging participants to think critically about complex issues, discover and respect new perspectives, and enhance their overall effectiveness as professionals.

Kelvin Rutledge was awarded the New Member of the Year and Peter Milios (BS '16) was awarded a Student of the Year award by the Florida Association of Colleges and Education.

Kelvin Rutledge served on the Graduate, Entry-Level, & New Professional Programs Career Central Team at ACPA.

Kelvin Rutledge served as the faculty/staff advisor for Omega Phi Beta Sorority, Inc., Kappa Alpha Order Fraternity, and the FSU Professional Fraternity Council.

Kelvin Rutledge served as cohort facilitator for the FSU Greek Leadership Summit.

James P. Sampson Jr. was awarded an honorary doctorate by The University of Jyväskylä, Finland in August 2016. The faculties of the University award honorary doctorates to persons with meritorious work for the benefit of society or science.

Amanda Sargent and **Kristin Zaideman** served on the Program Committee for the National Career Development Association (NCDA) National Conference in Chicago, Illinois.

Amanda Sargent was invited to serve as a reviewer for the Career Planning and Adult Development Journal.

Heather Scarboro served on the Southern Association of College and Employers (SoACE) Marketing Committee and was the lead for the Career Center CSM Taskforce.

Geneva Scott served on the FSU Division of Student Affairs Professional Development Committee.

Calvin Williams served on the Career Pathways Council.

FSU Division of Student Affairs Award Ceremony Winners

Albert Einstein Award –

Katie Finney
Lauren Haynes

Community Service Award –

Lisa Francis

Hardee Research Award –

Casey Dozier

30 Years of Service –

Myrna Hoover
Janet Lenz



PARTNERSHIPS



College of Applied Studies (FSU Panama City)

Liaison: Myrna Hoover, Emily Kennelly

An overview of Career Center services and programs were presented to Dr. Randy Hanna, the new Dean of Florida State University Panama City.

Career Center staff coordinated the “Fast to the Future Career Networking Event” that provided students opportunities to network with professionals in their chosen field.

College of Arts and Sciences

Liaisons updated College faculty and staff about Career Center news and events via weekly liaison reports, faculty/staff updates, internship opportunity emails, Career Guides, and other correspondence as necessary/available.

Career Center staff continued to host the College of Arts and Sciences Nole to ProfessioNole Workshop Series on employability skillsets including Résumé and Cover Letters, Conquering the Career Fair, Exploring Graduate School and Gap Year Options, Ace the Interview, Job Search Strategies, and more.

Anthropology, Chemistry & Biochemistry, Computer Science, Earth, Ocean & Atmospheric Science, Mathematics, Physics, Scientific Computing, Statistics

Liaison: Krystle Graham

Career Center staff partnered with faculty and student organizations to conduct 38 career-focused presentations and tabling events for the departments of Chemistry; Computer Science; Earth, Ocean & Atmospheric Science; Information Technology; Mathematics; and Statistics. Scheduled and conducted outreach workshops pertaining to Experiential Learning programs, Career Center services, and employability skills.

FSU was selected by Microsoft Dynamics as one of three Universities targeted for internship and full-time recruiting. The Career Center hosted the Microsoft Dynamics Campus Event on March 23rd providing 57 students an overview of the Microsoft Dynamics

global community; information regarding the available roles and career opportunities available; insight into the IT and/or technical interview process; and an introduction and connection to Microsoft Dynamics' employers.

Career Center staff developed the *Résumé Writing Worksheet* to assist STM students in the creation of a résumé. The *Résumé Writing Worksheet* was designed to help students who experienced difficulty in demonstrating previous experience on their resume.

Career Center staff partnered with student organizations (IABA-Mathematics) to present workshops on Dress for Success, Elevator Speeches, and Career Center services.

Biology, Psychology

Liaison: Megan Hollis, Kaela Frank

Career Center staff partnered with Psi Chi (Psychology Honors Society) and the Psychology Academic Advising Office to co-host the 5th annual Career Exploration event. Participating members included FSU faculty and staff representing 21 graduate programs and 121 student attendees.

Career Center staff partnered with student organizations (Psi Chi, Tri Beta, and FORCE) to present workshops on résumés and C.V.s, graduate school preparation, and Career Center services.

Career Center staff partnered with Dr. James Sullivan in the Psychology Department to support the application, preparation, reflection, and evaluation of 79 students participating in PSY 4944: Psychology Internship through The Career Center's Experiential Certificate Program (ECP).

Career Center staff supported Melissa Fox, instructor for PSY 2023: Careers in Psychology, through the provision of résumé preparation materials for Blackboard and résumé critiques for over 800 enrolled students.

Career Center staff supported Barbara Shoplock, instructor for BSC 3938: Careers in the Biological Sciences, through the provision of résumé preparation materials for Blackboard and résumé critiques for the 165 enrolled students.

Career Center staff collaborated with Dr. George Bates and faculty from the Department of Biological Science to present on Career Center resources to the four largest courses for upper-division majors.

Career Center staff participated in the Spring 2016 Quality Enhancement Review meeting for the Psychology Department.

Classics, English, History, Modern Languages & Linguistics, Philosophy, Religion

Liaison: Lauren Kume, Jackie Belle

Career Center staff collaborated with Dr. Molly Hand in the English Department to launch a Pre-Departure Internship Orientation and provide an employability workshop series for students enrolled in the Editing, Writing, and Media internship course.

Career Center staff partnered with the FSU Digital Studio and the English Department to offer a digital portfolio workshop providing tips for students to use portfolios in the job search.

Career Center staff partnered with Dr. Maxine Montgomery in the English Department and Janeia Daniels Ingram from the FSU Law School to present a panel for students considering graduate or professional school.

Career Center staff partnered with Dr. Kurt Piehler, Director of the Institute on World War II and the Human Experience, in the History Department to present a workshop on career options and engagement opportunities for history majors.

Career Center staff partnered with Dr. Reinier Leushuis in the Department of Modern Languages and Linguistics to provide a graduate student professional seminar to help students learn about career options outside academia.

Career Center staff collaborated with Dr. Lisa Wakamiya and the Department of Modern Languages and Linguistics to host former U.S. Ambassador, David Swartz, as part of an alumni lecture series entitled "Languages as a Pathway to Global Citizenship."

Career Center staff partnered with FSU alumnus Peter Burke to host a Journalism Meet and Greet for students interested in the field including tips for "breaking into" this competitive industry through internships and networking.

College of Business

Liaison: Calvin Williams, Melissa Forges

Career Center staff hosted 13 sections (403 students) of Business Communication classes at The Career Center during the spring, summer, and fall semesters. This workshop was specifically designed to help students successfully navigate Career Center services.

Career Center staff participated in Insurance Days hosted by RMI faculty and staff attended by 42 employers and 166 students.

Career Center staff participated in the Real Estate Trends Conference and assisted in the facilitation of the Speed Connections portion of the event to help employers and students network prior to the conference. Twenty employers and 175 students were in attendance.

Career Center staff attended the Retail Roundtable to discuss recruiting initiatives with faculty/staff and employment partners.

Career Center staff participated in the Fall 2016 College of Business Welcome to the Major networking event.

Career Center staff partnered with Advising First to host a “Business Related” employer panel and STEM employer panel.

Career Center staff conducted multiple classroom presentations and partnered with Kawana Johnson, Director, Internships and Career Services, College of Business in Fall 2016 to increase student knowledge on career services and programs.

College of Communication and Information

Communication, Communication Disorders

Liaison: Kelvin Rutledge

Information Technology

Liaison: Krystle Graham

Information Studies

Liaison: Sarah Pearson

Career Center staff coordinated and moderated a communications panel for exploratory majors and lower-division non-admitted students.

Career Center staff worked with the School of Communication in providing transitional programming for students who did not gain admission to the College.

Career Center staff collaborated with the School of Communication in providing activities for Preview Day students.

Career Center staff collaborated with the School of Communication to provide on the spot LinkedIn critiques at the annual LinkedIn Headshot Photo event.

Career Center staff collaborated with the College of Communication and Information to present at new student and transfer orientation during the “Get to Know Your College” session.

Career Center staff partnered with the College of Communication & Information in their first “Annual Prof Hop.” This event, created in partnership with Ebe Randeree (CCI) and the Tallahassee Chamber of Commerce, increased faculty’s/Career Center staff’s awareness of internship and career opportunities in Tallahassee for their students. Attendees toured local, innovative companies with the culture of Silicon Valley start-ups.

Career Center staff collaborated with 3 IT Faculty (Dr. Anderson, Dr. Park, and Dr. Coleman) within the College of Communication & Information, teaching the IT Capstone Course and facilitated 17 tailored employability skills workshops to 643 students.

College of Criminology and Criminal Justice

Liaison: Katie Dean Moore

Career Center staff coordinated a panel with FSU alumni from the College of Criminology: CCDI, ATF, Department of Justice, and Target (Security Analyst Division) in Spring 2016.

Career Center staff collaborated with the College of Criminology & Criminal Justice to co-host the Criminology Internship Fair that was attended by 18 employers and 116 students.

Career Center staff created new career information handouts to be included in the College of Criminology packets given away to parents/families and prospective students at Orientation Sessions and Preview sessions.

Career Center staff hosted the Nole to Professionole workshop series for Criminology students. Topics included Résumés and Cover Letters, Conquer the Career Fair, Job & Internship Checklist, Build Your Brand, Interviewing & Job Negotiation, How to Survive and Thrive in your First Year on the Job, and Goal Setting.

Career Center staff collaborated with the College’s Social Media Manager to increase visibility of career development and networking opportunities for students.

College of Education

Liaison: Megan Hollis, Lauren Kume

Career Center staff met with Dr. James Klein and Dr. Kim Barber to discuss career opportunities for students in Instructional Systems and Learning Technologies.

Career Center staff worked with the Higher Education Program to critique résumés for graduating Master’s-level students.

Career Center staff organized two workshops for students prior to the Education & Library Career Fair focusing on Teacher Certification and Employment in Florida, and Becoming a Teacher.

Career Center staff worked with Dr. Patrick Malone to host school district information sessions.

Career Center staff partnered with the College of Education to host the Spring 2016 Education & Library Career Fair with 60 school districts, charter schools, and non-profit educational organizations as well as 146 students in attendance.

Career Center staff partnered with the School of Teacher Education to provide a Résumé Writing workshop for students in EEC 4907.

Career Center staff partnered with Dr. Jason Pappas in the Department of Sport Management to provide Career Center Overview, Résumé Writing, and Career Portfolio workshops for 110 students in the Professional Development in Sport class.

Career Center staff partnered with the Sport Management Student Association to provide a Résumé Writing workshop for 55 students.

Career Center staff tabled during the 2016 Sport Management Conference providing an overview of Career Center resources to over 300 students.

The Career Center provided graduate assistantships to sixteen master's and doctoral students from the Career Counseling Combined Master's/Specialist Program and Combined Program in Counseling Psychology and School Psychology within the Department of Educational Psychology & Learning Systems.

College of Engineering

Liaison: Melissa Forges, Jami Lynn Cook

Career Center staff partnered with The FAMU-FSU College of Engineering, First Year Engineering Professors, Dr. Melody Moore, Dr. Reginald Perry, and Dr. Charmane Caldwell to create a workshop specifically designed to help Engineering students navigate Career Center services.

Career Center staff partnered with The Career Center's Experiential Learning team to model the Nole to Profession Nole Workshop Series to cater to the political and educational needs of FAMU-FSU College of Engineering populations. Four workshops were held covering topics of Résumé and Cover Letter Writing, Navigating a Career Fair, Researching Graduate School and Gap Years, and Acing an Interview.

Career Center staff partnered with Dr. Emmanuel Collins, Department Chair of Mechanical Engineering at the FAMU-FSU College of Engineering, to produce professional development initiatives to serve the professional needs of the department's students.

Career Center staff presented on using electronic Career Portfolios to the Mechanical Engineering Advisory Board, faculty and staff. The Mechanical Engineering Department is now working toward the inclusion of a Career Portfolio in their curricula.

Career Center staff coordinated the Spring 2016 Engineering Day career fair to provide employment opportunities for 739 engineering students and 68 employers, and Engineers Networking Night to connect 113 engineering students with 16 local and Big Bend employers.

Career Center staff collaborated with Dr. Charmane Caldwell, Director of Diversity and Inclusion at the FAMU-FSU College of Engineering, to implement an extra credit assignment to FAMU Engineering Living Learning Community students to attend Engineers Networking Night in an effort to increase attendance.

Staff partnered with the FAMU-FSU College of Engineering Dean and Mechanical and Industrial Engineering Department Chairs, Dr. Collins and Dr. Okoli to build a cooperative education partnership with Heatcraft Worldwide Refrigeration.

Career Center staff worked in partnership with Craig Bullock, Florida Agricultural and Mechanical University (FAMU) Career Center Career Coordinator, to assist in FAMU's familiarity and understanding of the Florida State University Career Center's career counseling model, the embedded liaison model, experiential learning opportunities, and on-campus recruiting opportunities.

Career Center staff partnered with the Mechanical Engineering Department (Dr. Emmanuel Collins and Nikhil Gupta) for the inaugural Engineering Design Day where all five departments jointly held a Senior Design Open House.

College of Fine Arts

Liaison: Carey Fee

Career Center staff presented an overview of The Career Center to the deans of the College of Fine Arts at their annual meeting in August.

Career Center staff attended a Department of Art faculty meeting to discuss ways in which the new position could best complement the current professional development workshops.



Career Center staff met with staff and faculty members at FSU's Museum of Fine Arts to consider ways to expand their internship program.

Career Center staff worked with the Leadership Council of the College of Fine Arts to promote sponsored events, including "Pizza with the Profs."

Career Center staff worked with the Undergraduate Art History Association to develop and promote sponsored events such as "Meet the Majors" and "Life After Graduation," an alumni panel.

Career Center staff hosted a "Meet & Greet" designed to introduce students to key features of SeminoleLink.

Career Center staff presented eight workshops on topics including résumés, CVs, cover letters, and interviews to 164 undergraduate and graduate students.

Career Center staff hosted two FSUshadow students whose agendas included touring the Career Center and the College of Fine Arts facilities and meeting with employees of The Career Center and the College of Fine Arts.

College of Human Sciences

Liaison: Victor Martinez

Career Center staff, in partnership with the FSU Retail Center, hosted information sessions presented by NEST Fragrances CEO Nancy McKay to promote the YMA Fashion Scholarship Fund. FSU had three 2016 YMA FSF scholarship winners.

Career Center staff assisted the Florida Beta Chapter for Alpha Epsilon Delta National Health Pre-Professional Honor Society in the 1st annual full-day medical school application workshop and served as a resource and guest speaker on the topics of writing Personal Statements and preparing for Medical School Interviews.

Career Center staff were invited by the College of Human Sciences Graduate Student Advisory Council to the Spring Colloquium to speak to master's and doctoral level students on effective Curriculum Vitae writing and the job search outside of academia.

Career Center staff held an "Update Your SeminoleLink Profile" campaign to encourage SeminoleLink usage and to teach new features of the software.

Career Center staff worked with the U.S. Army Medical Recruiting Center to provide 60 students with a pre-health career day-long shadowing experience.

Career Center staff participated in all 26 orientation sessions for Human Sciences students during the “Meet your College” programming section.

College of Law and Pre-Law Advising

Liaison: Katie Dean Moore, Megan Hollis

Career Center staff coordinated with the Academic Center for Excellence and the FSU Law School to host a series of nine workshops for Pre-Law students in Spring and Fall 2016.

Pre-Law Advisors provided Pre-Law information for students and their families attending orientation through the Campus Networking sessions.

The Career Center hosted Jennifer Kessinger, Assistant Dean for Admissions, for a staff professional development workshop on “Demystifying the Law School Application Process.”

College of Medicine

Liaison: Kristin Zaideman

Career Center staff, in partnership with the U.S. Army Medical Recruiting Center and the FSU College of Medicine Office of Advising & Outreach and Pre-College Program, hosted two FSU Scholarship Night and Suture Clinics during the Fall 2016 semester with 60 student participants.

Career Center staff met with the Associate Dean and academic advisors to tour the college and discuss using SDS 3802 for the new Interdisciplinary Medical Sciences major.

College of Motion Picture Arts

Liaison: Amanda Sargent, Michelle Futo, Kelli Gemmer

Students from the Motion Picture Arts Launch class visited The Career Center to develop a résumé and cover letter.

College of Music

Liaison: Amanda Sargent, Carey Fee

Career Center staff presented two workshops on varied topics including résumés, cover letters, and interviews to undergraduate and graduate students.

Career Center staff hosted a tabling event in the College of Music’s Breezeway reaching 57 undergraduate and graduate students as well as numerous staff and faculty.

Career Center staff hosted a “Meet & Greet” designed to introduce students to key features of SeminoleLink.

Career Center staff hosted two FSU shadow students whose agendas included touring The Career Center and the College of Music facilities and meeting with other employees at the Career Center and the College of Music.

Career Center staff completed site visits to Tallahassee’s Spring House Institute, Quincy’s Gadsden Arts Center, and New York’s Dream Careers campus to explore additional experiential learning opportunities for students in the College of Music.

College of Nursing

Liaison: Casey Dozier

The Career Center hosted a Career Center scavenger hunt for College of Nursing students in a living learning community.

Career Center staff collaborated with the junior and senior class presidents to conduct workshops for nursing students on résumé writing, interviewing, and job searching.

College of Social Sciences and Public Policy

Liaison: Geneva Scott

Career Center staff planned an Alumni Career Panel comprised of five alumni from majors across the College who shared their insight and advice with students from across campus.

Career Center staff facilitated a number of Skype Alumni sessions where students got to learn about potential career paths from alumni working in foreign service, non-profits and large think tanks.

Career Center staff partnered with the Demography and International Affairs Master’s programs to facilitate a series of workshops for their professional development course.

Career Center staff collaborated with the Student Leadership Council within the College to plan their first internship fair.

Career Center staff partnered with Interdisciplinary Social Science to support in planning and implementation of networking event and related professional development workshops.

Career Center staff participated in all 26 orientation sessions for Social Sciences and Public Policy students during the “Meet your College” programming section.

Career Center staff served on a panel for a session on intern best practices for undergraduate majors to record their internship experiences at the Florida Association of Professional Lobbyists Annual Conference in Tampa, FL.

College of Social Work

Liaison: Tracey Dowling

Career Center staff tabled at the Social Work Month Kickoff Carnival promoting engagement in career services and professional dress displaying mannequins in business professional dress.

Career Center staff tabled at the MSW New Student Orientation Session as a campus resource.

Career Center staff supported the Fall 2016 Field Expo & Field Seminar to provide Career Fair Preparation talks to all three student audiences, provide student check-in support with technology and name tags, and staffed a table encouraging future engagement in career services.

Career Center staff presented to Karen Cramer, Sharon Sykes and Vicky Verano's spring, summer, and fall sections of the MSW Advance Seminar on Ten Steps to Employability.

Career Center staff contributed to roundtable discussions, along with other campus student services offices, with Keypath, the vendor selected to expand online MSW program offerings.

Graduate School

Liaison: Amanda Sargent

The Career Center created five new print materials with targeted career planning information for graduate students and/or undergraduate students interested in pursuing graduate studies including the Graduate Roadmap to Career Success, the Graduate Student Services bookmark, the Searching for A Job in Academia guide, the Applying to Graduate School Timeline, and the Top 10 Tips for Applying to Graduate School.



The Career Center completed a comprehensive update and revision of The Career Center's graduate student website section to include career planning and decision making information and resources tailored for advanced degree students and alumni.

157 graduate students conducted to a survey at the New Graduate Student Orientation to determine graduate student career needs.

Career Center staff represented The Career Center at FSU Graduate Enrollment Management Committee meetings and the Graduate Program Director's Workshop.

Career Center staff conducted meetings with the Dean of the Graduate School, in addition to leadership and faculty across the university, to determine graduate student needs and opportunities for partnership to better serve graduate student career development and planning.

The Career Center partnered with the FSU Graduate School to deliver programming for the Professional Development Workshop series.

The Career Center collaborated with the FSU Office of Graduate Fellowships and Awards to create and deliver three fellowship/award application preparation workshops.

Career Center staff met with leadership in the FSU Office of National Fellowships and Awards and the Center for Undergraduate Research and Academic Engagement to discuss ways to support undergraduate students interested in pursuing graduate education.

Career Center staff delivered 40+ workshops to 1500+ students related to graduate student career planning/employability skill-building or pursuing graduate education.

Career Center staff met with graduate student leaders at the Congress of Graduate Students (COGS) to discuss Career Center services and how The Career Center can support FSU graduate students.

Advising First/Undergraduate Studies

Liaisons: Emily Kennelly, Casey Dozier

The Career Center partnered with Advising First Center for Exploratory Students and Career Center Career Liaisons to coordinate eight career panels across the areas of STEM, business, criminology, creative arts, communication and information, health, liberal arts, and social sciences. More than 185 students attended the career panels.

The Career Center sponsored the Advising First Center for College Life Coaching "Living Unconquered: Student Conference" and co-presented with a guest employer from Target.

Career Center staff coordinated an interactive tour of The Career Center Library, in collaboration with the Center for Leadership and Social Change, for 130 students in the Bryan Hall Living Learning Community.

Career Center staff attended Advising First's Academic Engagement Expo to provide program support.

The Career Center partnered with the Advising First Center for Exploratory Students to coordinate the "Pizza and a Major" workshop series consisting of self-exploration, major-exploration, and career-exploration workshops with more than 190 students in attendance.

Career Center staff revised the Choosing a Major or Occupation guide.

Alumni Association

Liaison: Leslie Mille

Career Center staff presented information to Alumni Association staff and college alumni directors about opportunities for alumni to participate in FSUshadow, serve as contacts in ProfessioNole, and recruit for their open internships and full-time opportunities via ProfessioNole.

The Career Center worked with Alumni Association staff to provide Career Center information for the Alumni Association website and for e-blasts to FSU Alumni Association members.

Career Center staff spoke to members at the combined DSO meeting that included individuals from the FSU Alumni Association, Seminole Boosters, and the FSU Foundation.

Athletic Department

Liaison: Janet Lenz, Calvin Williams

Career Center staff partnered with the FSU Athletics LYFE program and BMI to conduct a 'Speed Networking' event for the Men's Basketball and Football teams.

Career Center staff partnered with FSU Athletics and BMI to conduct a 'Speed Networking' event for the Women's Basketball team.

Career Center staff collected data from freshmen student athletes during fall orientation regarding their career planning needs, and compiled a summary report.

Career Center staff met with the Athletic Department's academic advising staff to update them on Career Center programs and resources.

Career Center staff participated in the Athletic Department's Senior Transition Night to share information on Career Center programs and services.

The Career Center hosted the Student Athlete Advisory Council (SAAC) in the Career Center. Student-athletes were given an overview of services and provided with a tour.

The Career Center continued to provide a second year career counseling intern to work with the Athletic Department.

Career Center Staff represented the Career Center at the Athletic Department's Golden Nole Awards Banquet.

The Career Center hosted Athletic Department Academic Support Staff members for an overview of the Center and a tour.

Center for Academic Retention and Enhancement

Liaisons: V'Rhaniku Haynes

Career Center staff hosted a TQL Lunch and Learn for CARE students and faculty/staff.

Career Center staff participated in the CARE Summer Bridge Program Faculty & Staff Welcome Luncheon Event welcoming in the new Summer Bridge students.

Career Center staff hosted recruiters from Gartner to introduce them to CARE students as part of a diversity recruiting program.

Center for Global Engagement

Liaison: Carolyn Barringer, Heather Scarboro

Career Center staff gave a tour and resource demonstration to Center for Global Engagement staff.



Center for Leadership and Social Change

Liaison: Tracey Dowling, Austin Moser

Career Center staff presented to the Community Ambassador Program on résumé writing.

Career Center staff presented to the Community Ambassador Program on Career Center resources for use by their agencies.

The Center for Leadership and Social Change Engagement Cluster and The Career Center Experiential Learning Team Meeting was combined to foster student engagement.

Career Center staff took part in the Women's Leadership Institute, Allies and Safe Zones 101 class, Social Justice Ally Training.

Dean of Students Department / First Year Outreach / SGA

Liaison: Leslie Mille

Career Center staff presented to new students and their family members at 90 Orientation sessions.

The Career Center partnered with New Student and Family Programs to include the Career Center's Roadmap to Career Success guide in the Holopaw that is distributed to nearly 7,000 undergraduate FTIC students at Orientation.

Career Center staff provided content for a "Career Corner" in the New Student and Family Programs Family Connection newsletter.

Career Center staff partnered with SGA to recognize leadership positions through the Experiential Certificate Program (ECP).

International Programs

Liaison: Carolyn Barringer, Kelvin Rutledge

Career Center staff presented to First Semester Abroad (FSA) and First Year Abroad (FYA) students and parents on how to apply their study abroad experience to their career.

Career Center staff attended the International Programs Study Abroad Fair.

The Career Center collaborated with International Programs to promote the international internships through The Career Center Liaison Model to academic units.

Student Disability Resource Center

Liaisons: Heather Scarboro, Leah Sibbitt

Career Center staff gave the Student Disability Resource Center's new director a tour of the Dunlap Success Center and an overview of Career Center services and programs.

Career Center staff participated in the SDRC Campus Partners Interview for their new Assistant Director position.

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

Career Center staff attended the FSU Student Disability Resource Center Open House and the 2016 Disability Employment Awareness Celebration.

Career Center staff hosted a Résumé Review Day at the Student Disability Resource Center.

Veterans Center

Liaison: Megan Hollis

The Career Center hosted the 5th Annual Student Veterans Networking Night and a workshop to prepare students for the event.

Career Center staff coordinated a Military Careers Panel to complement Veterans' Week activities.

Career Center staff hosted students enrolled in the Military Experience class in the spring and fall for a Career Center overview and tour.

Career Center staff attended 2016 Florida Chamber Foundation's Military, Defense, & Veterans Opportunities Summit in Tampa, FL on behalf of the Student Veterans Center.



PUBLICATIONS AND PRESENTATIONS

Publications

- Dozier, V. C., Lenz, J. G., & Freeman, V.** (2016, Spring). Using theory-based career assessments to connect career and mental health issues, *Career Planning and Adult Development Journal*, 32(1), 99-109.
- Kennelly, E. L., Osborn, D. S., Reardon, R. C., & Shetty, B.** (2016). Guidance for ePortfolio researchers: A case study with implications for the ePortfolio domain. *International Journal of ePortfolio*, 117-125.
- Kronholz, J., & Osborn, D.** (2016). The impact of study abroad on vocational identity among college students. *Frontiers: The Interdisciplinary Journal of Study Abroad*, 27, 70-84.
- Lee, D., **Peterson, G. W., Sampson, J. P., & Park, M.** (2016). Negative career thoughts in the U.S. and South Korea: A cross-cultural comparison. *Journal of Career Assessment*, 24, 685-700. doi:10.1177/1069072715616112
- Leierer, S., Wilde, **C., Peterson, G. W., & Reardon, R. C.** (2016). The career decision state and rehabilitation counselor education programs. *Rehabilitation Counseling Bulletin*, 59, 133-142. doi:10.1177/0034355215579278 Also available at <http://rcb.sagepub.com/content/early/2015/03/27/0034355215579278.full.pdf>
- McClain, M. C., & **Reardon, R. C.** (2016). Counseling in the information age: Using theory and art to analyze labor market information. *VISTAS 2016*. Available from <http://www.counseling.org/knowledge-center/vistas>
- Osborn, D., Belle, J., Gonzalez, A., & McCain, S.** (2016). Linking career and mental health concerns through technology. *Career Planning and Adult Development Journal*, 32, 151-160.

Osborn, D., Hayden, S. C. W., Peterson, G. W., & Sampson, J. P., Jr. (2016). Effect of brief staff-assisted career service delivery on drop-in clients. *The Career Development Quarterly*, 64, 181-187. doi:10.1002/cdq.12050

Osborn, D., Miller, A., McCain, S., & Belle, J. G. (2016). Using social media for personal online reputation management. *Career Planning and Adult Development Journal*, 32(2), 136-145.

Osborn, D. (2016). *Teaching career development: A primer for presenters and instructors*. (2nd ed.) Broken Arrow, OK: National Career Development Association.

Osborn, D. S., & Zunker, V. (2016). *Using assessment results for career development*. (9th ed.) Cengage Publishing.

Osborn, D., McCain, S., & Miller, A. (2016, Fall). Careers & mental health. *Career Developments*, 6-10.

Reardon, R. C. (6/13/2016 published Online First). Enhancing self-help career planning using theory-based tools. *Journal of Career Assessment*. doi:10.1177/1069072716653376

Reardon, R. C., & Lenz, J. (January, 2016). *Handbook for Using the Self-Directed Search: Integrating RIASEC and CIP theories in practice*, Odessa, FL: PAR, Inc.

Sargent, A. C. (August, 2016). A GCDF project turned call to action: Supporting transfer students in four-year institutions. *Career Convergence*. Retrieved from: http://ncda.org/aws/NCDA/pt/sd/news_article/125474/_PARENT/CC_layout_details/false



Presentations

Casebonne, K., **Hollis, M.**, & Podgorski, C. (2016, May). *You have the whole work in your hands: How to maximize social media*. Presentation given at United Partners for Human Services Annual Conference, Tallahassee, FL.

Dozier, V. C., Osborn, D., & Kronholz, J. (2016, May). *The impact of a counselor-free career intervention using the Self-Directed Search*. Presentation at Society for Vocational Psychology Biennial Conference, Tallahassee, FL.

Dozier, V. C., & Sargent, A. C. (2016, July). *Incorporating theory and creativity in career counseling supervision*. Roundtable presentation at the National Career Development Association National Conference in Chicago, IL.

Forges, M., & Haynes, V. (2016, June). *Enhancing employer relations: Meeting the needs of career centers and employers*. Presentation at the Florida Association of Colleges and Employers (Florida ACE) Annual Conference, Miami, FL.

Hayden, S. C. W., **Osborn, D.**, Evans, K., Glavin, K. W., Rehfuss, M. C., & Bruns, S. (2016, March). *Linking online resources to innovative teaching in career counseling*. Presentation at the American Counseling Association Annual Conference, Montreal, CA.

Hayden, S., & **Belle, J.** (2016, April). *Major depressive disorder and career development: Link and implications*. Poster presentation at American Counseling Association Annual Conference, Montreal, CA.

Kume, L., & Hollis, M. (2016, June). *Embracing the Governor's challenge*. Roundtable presentation at The Florida Association of Colleges and Employers (Florida ACE) Annual Conference, Miami, FL.

Lenz, J. G. (2016, February). *Designing and delivering effective career services: The marriage of critical ingredients and theory-based approaches*. Webinar for the National Career Development Association. <http://ncda.org/aws/NCDA/pt/sp/webinars>

Lenz, J., Reardon, R. C., Peterson, G. W., Osborn, D., Sampson, J. P., & Dozier, C. (2016, May). *Applying cognitive information processing theory to career problem solving and decision making*. Plenary presentation at Society for Vocational Psychology Biennial Conference, Tallahassee, FL.

Lenz, J. L., & Reardon, R. C. (2016, June). *Integrating CIP and RIASEC theories in career interventions and services.* Professional Development Institute, National Career Development Association Annual Conference, Chicago, IL.

Lenz, J. G., Osborn, D. S., Freeman, V., Edralin, C., & Saunders, D. E. (2016, June). *Fostering well-being by connecting career and mental health in service delivery.* Presentation at National Career Development Association Annual Conference, Chicago, IL.

Martinez, V. (2016, October). *Developing career options for pre-professional students while engaging in career services.* Presentation at the NASPA Florida Drive-In Conference, Miami, FL.

Osborn, D. (2016, February). *Career and mental health: Beyond the connection.* Presentation at Career Practitioner Institute, National Career Development Association, New Orleans, LA.

Osborn, D., Belle, J., & McCain, S. (2016, March). *Career development and mental health.* Presentation at American Counseling Association Annual Conference, Montreal, CA.

Osborn, D., & Venable, M. (2016, June). *Technology + theory: Integration ideas and counseling scenarios.* Presentation at National Career Development Association Annual Conference, Chicago, IL.

Osborn, D. (2016, October). *Tech tools and tips for career practitioners.* Presentation at Career Practitioner Institute, National Career Development Association, Mystic, CT.

Peterson, G. W., Leierer, S., & Reardon, R. C. (2016, May). *Congruence of self-assessed and measured interests as a function of career decision state.* Presentation at the Society for Vocational Psychology Biennial Conference, Tallahassee, FL.



Sampson, J. P. (2016, May). *A cognitive information processing theory for career choices: Challenges and opportunities for integrating theory, research, and practice.* Paper presented at Society for Vocational Psychology Biennial Conference, Tallahassee, FL.

Sampson, J. P., Osborn, D. S., Kettunen, J., Hou, P. C., & Miller, A. K. (2016, July). *The validity of socially constructed career information.* Presentation at Annual Conference, National Career Development Association, Chicago, IL.

Sargent, A. C., & Kennelly, E. L. (2016, July). *Examining the influence of Holland's theory as applied to diverse populations.* Roundtable presentation at the National Career Development Association National Conference in Chicago, IL.

Sargent, A. C., & Kennelly, E. L. (2016, May). *Examining the influence of Holland's theory in today's vocational literature.* Poster presentation at the Society for Vocational Psychology National Conference in Tallahassee, FL.

Scott, G. (2016, September). *Interns: The good and the bad.* Presentation at the Florida Association of Professional Lobbyists Annual Conference, Tampa, FL.

Scott, G. (2016, June). *Alumni engagement: Strategies and best practices to utilize alumni within career advising.* Roundtable presentation at The Florida Association of Colleges and Employers (Florida ACE) Annual conference, Miami FL.

Williams, C. (2016, October). *Personal development: Authentic leadership.* Presentation at National Association of Colleges & Employers (NACE) personal development webinar series.

Williams, C. (2016, November). *Putting on the Ritz.* Keynote address at the Florida Association of Colleges & Employers (FloridaACE) Drive-In, Orlando, FL.



VISITORS

Christine Kovach from the **Washington Center Internship program** presented on the program to Career Center staff.

Lt. James Mardis, General Officer Programs Recruiter, **US Navy**, visited The Career Center to learn more about on-campus recruiting initiatives and branding.

Craig Bullock, Career Coordinator, **Florida Agricultural and Mechanical University**, visited The Career Center to learn more about on-campus recruiting initiatives and branding.

Harry Pasquale, Human Resources Director, **Comanco**, visited The Career Center to learn more about on-campus recruiting initiatives and branding.

Dan Paulus, Director of Communications, **GFS International** Career Coordinator, visited The Career Center to learn more about on-campus recruiting initiatives and branding.

Guidance counseling staff from **Maclay High School** visited The Career Center to collaborate and share resources to enhance career planning for high school juniors and seniors in Tallahassee.

Kevin Purvis from **Cothrom Risk & Insurance Services** visited The Career Center to discuss hiring needs and FSU.

TQL visited campus to discuss new hiring trends.

Career Center staff met with recruiters from **Verizon Wireless** to discuss ways to increase hiring opportunities.

Talent Acquisitions Business Partner **Northrop Grumman** recruiter, Brenda Fredricks, visited campus to discuss revitalizing their recruitment initiatives for Florida State University.

Career Center staff held a consultation meeting on recruiting opportunities with the **Florida Department of Corrections** and their local/state prisons.

Career Center staff met with the **Ernst & Young Service Delivery Center** regarding their new facilities within Jacksonville, FL and hiring initiatives with Florida State University.

Career Center staff met with the new **PATLive/Tresta** recruiter to discuss partnership and recruiting opportunities.

American Strategic Insurance visited campus for a Lunch and Learn presentation to help them connect with faculty and staff at FSU.

The new **State Department** recruiter visited campus for eight information sessions to ensure the FSU on-campus community connected with the recruiter.

Gartner visited campus to connect with CARE students, faculty, and staff.



Southwestern Advantage Global Director of Campus Relations Ralph Brigham visited The Career Center to follow-up on partnership initiatives.

Vitamin Shoppe visited The Career Center to discuss their new hiring initiatives and needs.

Hikvision USA visited The Career Center to discuss their new hiring initiatives and recruitment needs.

Career Center staff connected Dannon Monroe from **City Furniture** to Business Communications classroom presentations and a Women in Business student organization presentation.

Dream Careers and the **CIA** visited campus to table outside the College of Business for recruiting.

2-1-1 Big Bend visited the Department of Psychology to recruit students as hotline crisis counselors.

The **Ohio State University English Department** visited The Career Center to learn about the embedded liaison model, graduate school and career preparation, and alumni relations at FSU.

NAMI Tallahassee met with the Psychology Career Liaison and the PSY 4944 Internship Course Coordinator to discuss partnership opportunities.

Microsoft Dynamics, a parent company of Microsoft, selected three Universities nationwide for targeted internship and full-time hires recruitment - FSU had the pleasure of being one.

The Career Center hosted the **Microsoft Dynamics Campus Event** on March 23, 2016 at the Dunlap Success Center. The event provided 57 students, whose majors ranged from business to IT, with an overview of the Microsoft and Microsoft Dynamics global community; information regarding roles and career opportunities available; insight into the IT and/or technical interview process; and an introduction and connection to Microsoft Dynamics partners (employers) interested in hiring interns and full-time employees.

Career Center staff worked closely with local community partners, such as, **2-1-1 Big Bend, Big Bend Hospice, Apalachee Center, St. Francis Wildlife, and NAMI-Tallahassee**, to develop/promote internship and volunteer opportunities.

ACC & SEC Career Center leaders gathered on campus for the annual SEACnet Business Meeting to brainstorm innovative career service initiatives.

Career Center staff presented an overview of services to visiting professors from the **Tianjin University of Technology (China)** for the FAMU-FSU College of Engineering.



Visited

Career Center staff visited the **FSU Credit Union** at their new Thomasville Road branch and discussed ways to improve recruitment opportunities and build their campus brand.

Career Center staff completed site visits to **Tallahassee's Spring House Institute, Quincy's Gadsden Arts Center,** and **New York's Dream Careers** campus to explore additional experiential learning opportunities for students in the College of Fine Arts.

College of Social Sciences & Public Policy Career Liaison Geneva Scott visited the **James Madison Institute** and met with leadership to discuss their internship program. She also visited the **Florida Division of Emergency Management** and spoke on effective presentations to their intern staff. In addition, Geneva visited the **Executive Office of the Governor** and discussed ways to improve their recruitment of FSU students for their internship and fellowship programs.

Career Center staff took part in the **Tata Consultancy Discover Event** in Cincinnati, OH, and learned about company culture, hiring trends, positions and training.

Career Center staff visited **GloFX** to assist with the development of GloFX's inaugural internship program.

Career Center staff visited the **Belk headquarters** in Charlotte, NC to meet with recruiters and discuss hiring initiatives.

Career Center staff visited **State Farm** in Atlanta, GA for the State Farm Career Services Summit to meet with IT recruiters and participate in a one-day event on April 12th in Atlanta, GA to highlight State Farm's hiring program and network with organizational leaders. The summit provided insight on effective on-campus recruiting initiatives for the 2016-2017 academic year.

Career Center staff visited with recruiters from **TQL, Orlando Magic, Enterprise, Harris Corporation, and City Furniture.**

Career Center staff provided Career Center materials to schools in Orlando, Miami, Tampa, Jacksonville, Fort Lauderdale, and Melbourne to enhance FSU's reach with guidance counselors and students interested in FSU.



2017 GOALS AND PRIORITIES

Strategic Priorities

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

University-Wide Programs

- Showcase The Career Center via videos and other electronic media that highlight the value of Career Center services for the retention, graduation, and post-graduation success of Florida State University students. Work with campus partners (e.g., Orientation and University Communications) to disseminate content to a wide range of audiences.
- Evaluate the efficacy of The Career Center brand and tagline.
- Invite campus partners to events (Lunch & Learns, Information Sessions, Panels, Career Fairs, Open Houses, etc.) to increase University involvement with Career Center activities and Partnerships.
- Host Lunch & Learns for Career Center staff and campus partners on Employer Relations topics (e.g., SeminoleLink, Employer Development/Relations, Putting on the Ritz, Networking).
- Create professional Employer Relations "Hire a Nole" video to be used on the Career Center webpage during Advisory Board and employer consultation visits.

- Create a video showcasing The Career Center's work with exploratory students.
- Develop plans for strategic communications and marketing to students who previously dropped in; i.e. sending emails to all students who dropped in within the past week or month to promote upcoming events and additional resources.
- Create a Career Center Internship Fund Donor Campaign.
- Launch FSUshadow Pilot Program.

Liaison Related

- Work with deans and other leadership in select colleges (e.g., Communication and Information, Social Sciences, Nursing, Social Work, Business) to embed Overall Program Advisor roles into the position descriptions of key faculty and staff.
- Host a Lunch & Learn for Career Center staff focusing on how to work with graduate students and students interested in graduate school.
- Create a two-year roadmap for transfer students.
- Discuss a plan for implementing an electronic ILP during distance advising.
- Develop a marketing strategy for how to enhance distance learners' awareness of Career Center services.
- Develop a plan for how to handle increased distance advising/counseling requests.
- Create a satisfaction survey for Career Mail; determine means of consistently gathering data, and warehousing/utilizing data; circulate surveys to appropriate committees including Research/Distance.
- Plan to assess how The Career Center could increase video instruction for distance learners.

Technology Related

- Create a Career Center Assessment, Research, and Evaluation web page that highlights a variety of Career Center evaluation, assessment, and research activities, and create links to web pages that already exist.
- Publish the 5th edition of the SDS 3340 career planning text and instruction manual.
- Publish a digital edited book from the SVP conference plenary papers.

Career Center Funding and Staffing Related

- Market sponsorship and partnership opportunities to employers, alumni, and other potential donors. Secure at least one (1) room sponsorship in 2017.
- Collaborate with employment partners to enhance The Career Center staff training program on industry trends and techniques (e.g., sales, marketing, teambuilding, networking, staff retention).

Reporting and Evaluation Related

- Increase completion rate of Garnet and Gold Scholar Society participants by introducing programming and/or networking opportunities, and facilitate more peer-to-peer interaction.
- Analyze/explore options for streamlining workshop requests, delivery, and evaluation.
- Create a satisfaction survey for individual career counseling; determine means of consistently gathering data, and warehousing/utilizing data; circulate surveys to appropriate committees including Research/Distance.
- Develop a plan to use Google Analytics to track online resources; pilot test the tracking system and revise plan based on the pilot.
- Conduct research focused on critical thinking in support of FSU's QEP; pre-post data will be collected in the fall and spring SDS 3340 sections.



CAREER CENTER PARTNERS

Gold Level



Garnet Level

- | | |
|------------------------------------|-------------------------------|
| Aldi, Inc. | Gartner, Inc. |
| A-LIGN | IBM, Global Business Services |
| American Traveler | Insight Global, Inc. |
| Amica Mutual Insurance Company | Lanigan & Associates P.C. |
| Auto-Owners Insurance | Otis Elevator Company |
| City Furniture | PATLive |
| Cummins, Inc. | ReliaQuest |
| Deutsche Bank | ServiceMaster |
| E&J Gallo Winery | Tyndall Federal Credit Union |
| Ferguson, A Woseley Company | VR Systems, Inc. |
| Foresters Financial Services, Inc. | Waffle House |

Room Sponsors





The
Career Center
linking futures