

*Florida State University
Career Center*

2017

ANNUAL REPORT

DIRECTOR'S PERSPECTIVE

A Year in Review



2017 was another year characterized by the University's continued commitment to career and graduate school readiness to prepare our graduates for 21st century careers. The Career Center received additional financial and staff resources to support new initiatives that would expose students to high-impact opportunities. These new university-wide initiatives, along with The Career Center's strong array of comprehensive, innovative, and inclusive career services for FSU students, made 2017 another exceptional year.

FSU's increase in *U.S. News & World Report* rankings among public institutions from 38th to 33rd brought additional preeminence funding. This funding allowed The Career Center to increase programs and services focused on preparing students to meet the demands of both a career and/or attending graduate school through high-impact experiential programs and skills development experiences. In addition to our robust career advising and employer relations programs and services, The Career Center launched several new experiential learning initiatives this year to further support the graduate success of FSU students.

The FSUshadow Program, a structured matching program that connects students with one-day job shadowing opportunities for career exploration and provides an introduction to the world of work, grew exponentially last year providing 256 students with opportunities to connect to employers. Many students reported that by "trying out" a career, they not only identified the skills needed to be successful, but many also obtained internship opportunities and on-going mentorship from professionals in their chosen career.

To meet the demands of students seeking on-campus work and internships relating to their career interests, The Career Center launched InternFSU. InternFSU provides 100 paid, on-campus opportunities across a diversity of disciplines for full-time undergraduate students at Florida State. The FSU administration pays one-half of the salary for these internships while the department or college where the student interns pays the other half. Over 1,400 students applied for these experiences, and we anticipate even more experiences for students during 2018.

The Internship Fund was another new program established last year to support students who could not financially afford to accept an internship opportunity. This program reduces financial barriers for students pursuing a wide variety of experiential learning opportunities, both paid and unpaid, by supplementing their experience with funding. This past December, the Internship Fund awarded nine students with awards totaling \$10,100 to support their Spring 2018 off-campus internships.

To support many FSU students' goal to attend graduate or professional school to reach their chosen career, The Career Center launched a Graduate School Boot Camp. This new program was designed to help undergraduate students gain the knowledge and skills needed to begin their graduate and professional school careers. Ten different presentations and two panels were conducted during the half-day conference. Speakers from across campus joined us to host presentations and provide information at the Boot Camp, and to provide a Graduate and Professional School Resource Fair. This specialized crash course was a one-stop VIP pass to graduate and professional school preparation and success.

The number of advising engagements continued to show the impact our career advising team has on students' career success as over 19,863 individuals were seen during 2017. Students who met with Career Center staff during the 2016-2017 academic year expressed satisfaction with these services as more than 89% of students receiving drop-in career advising felt more confident about their future career plans.

Employers continued to source their talent at FSU with notable new employers including Aon, BDO USA LLP, Boston Beer Company, Ellucian, EverBank, Finish Line, The Hershey Company, Johnson & Johnson, and Verizon. These companies not only create internships, 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 five 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 2017 included hosting the FloridaACE Drive-In Conference, publishing numerous scholarly articles including "The Career Thoughts Inventory (CTI) and CTI Workbook: A purposeful integration of theory, research and a practice in career assessment and intervention," 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, Singapore, University of West Indies, and many others.

As The Career Center embarks on 2018, 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	19,863 clients
Career Outreach Programs	1,201 programs; 40,703 attendees
Career Planning Class, SDS 3340	12 sections; 380 students
Cooperative Education, Internships, and Part-Time Jobs	7,785 co-ops/internships self-reported and academic internships; 8,599 experiential learning opportunities; 2,428 student employment positions
Mock Interviews	862 interviews conducted
Career Fairs	20 fairs; 1,450 employers; 11,534 students
On-Campus Recruiting	287 employers; 945 interview schedules; 4,951 interviews
Job Listings and Résumé Referrals	19,695 job listings referred to Symplicity/NACELink/ Handshake
Career Portfolio	1,755 new Career Portfolios created
Garnet & Gold Scholar Society	303 inductees



CORE PROGRAMS

Career Advising, Counseling, and Career Library

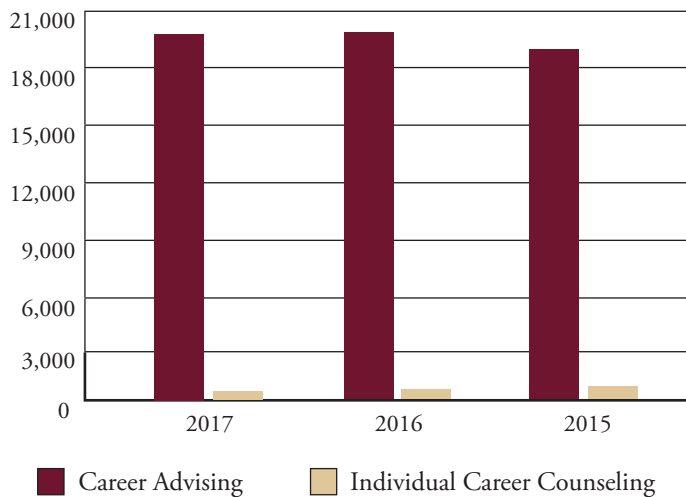
Career Advising & Counseling Contacts

Visit	Spring '17	Summer '17	Fall '17	Total
Career Advising*	8,949	2,032	8,374	19,355
Individual Career Counseling	264	67	191	522
Total	9,213	2,085	8,565	19,863

*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 '17	Summer '17	Fall '17	Total
Résumé/CV	53	116	65	234
Cover Letter	6	26	4	36
Personal Statement	5	14	3	22
Total	64	156	72	292

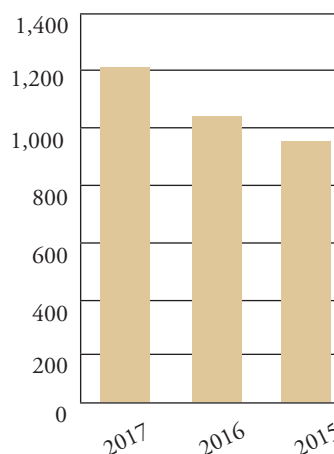
During 2017, The Career Center has been increasingly involved in providing critiquing services for distance students/alumni.

Career Outreach Programs

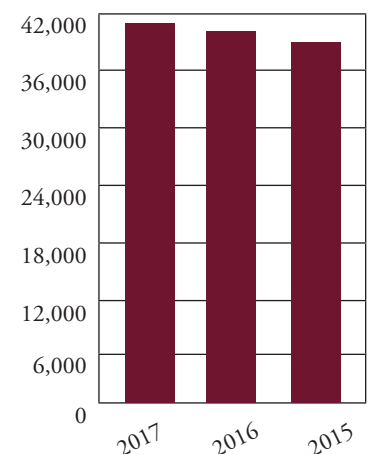


Calendar Year	Number of Programs	Attendees
2017	1,201	40,703
2016	1,048	40,393
2015	941	39,374

Workshops



Attendees



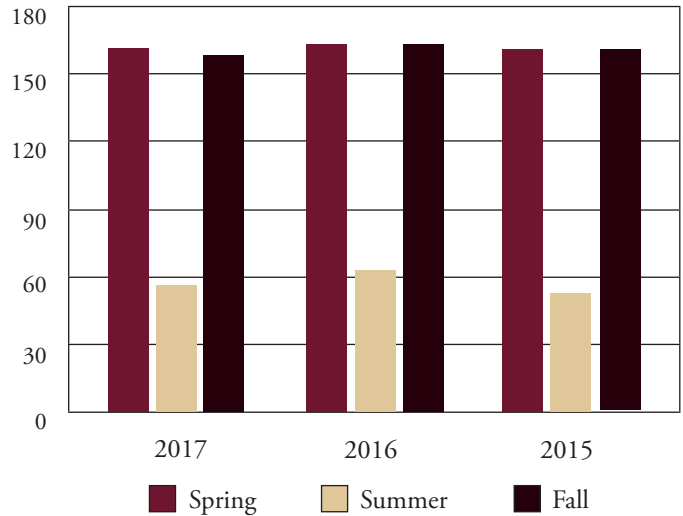
Career Center staff were invited to present an overview of Career Center services and programs to 2,772 students in 148 first-year English composition classes (included in the numbers above).

Career Planning Class, SDS 3340



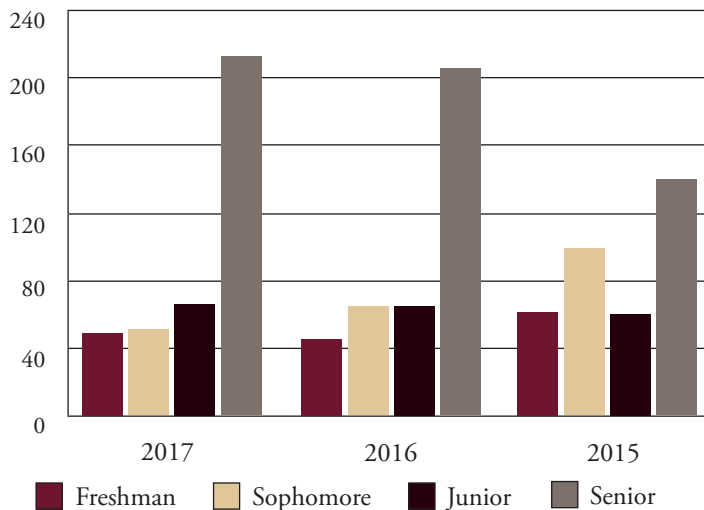
Semester Enrollments

Year	Spring	Summer	Fall	Total
2017	163	57	160	380
2016	164	62	164	390
2015	163	54	162	379



Class Levels

Class Level	Spring	Summer	Fall	Total	%
Freshman	10	5	30	45	12
Sophomore	22	3	22	47	12
Junior	24	10	35	69	18
Senior	105	39	73	217	57
Other	2	0	0	2	1
Semester Total	163	57	160	380	100

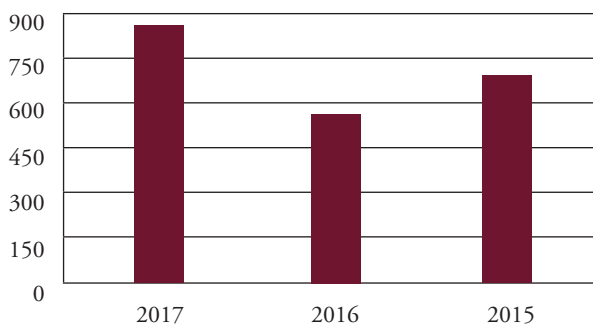


- Students completing SDS 3340, Introduction to Career Development, directly experience more than 50 career interventions. The interventions are evidence-based, theoretically derived, and selected because they support informed and careful decision making.
- SDS 3340 is a variable credit course that can be taken for 1, 2, or 3 credit hours.
- Originally offered in 1972, the course continues to be enhanced and modified 45 years later. Nearly every semester, research is gathered to learn more about how the course affects decision making and other variables such as career readiness, goal setting, and related personal factors.

Mock Interview Program

Mock Interview Participants

Year	Spring	Summer	Fall	Total
2017	407	52	403	862
2016	307	27	235	569
2015	331	46	330	707



Cooperative Education, Internships, and Part-Time Jobs

Engagement

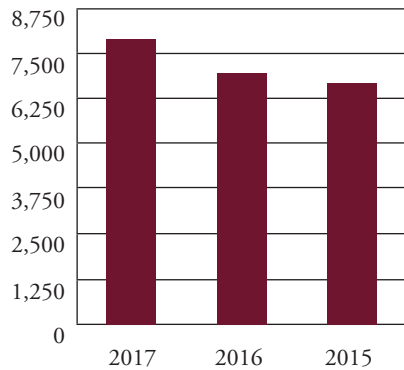
January - December 2017	Spring	Summer	Fall	Total
Co-ops/Internships Self-Reported (Includes ERP, ECP)*	163	147	212	522
Academic Internships** (Students registered for academic course credit)	3,754	2,326	3,273	7,263
Experiential Learning Opportunities in SeminoleLink and Handshake (Internships, Co-ops, Volunteer, Summer Jobs, Externships, Fellowships)	4,447	1,287	2,865	8,599
Student Employment Program (SEP) Listings (Part-Time, Temporary, Seasonal Jobs, and Paid Part-Time Internships)	1,159	608	661	2,428
Job Shadow Participants***	149	N/A	107	256

*ERP (Experiential Recognition Program); ECP (Experiential Certificate Program).

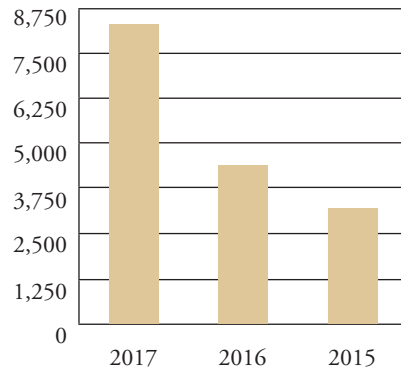
**Data compiled from FSU's OMNI Business Intelligence (OBI) reflecting both required and elective academic internships.

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

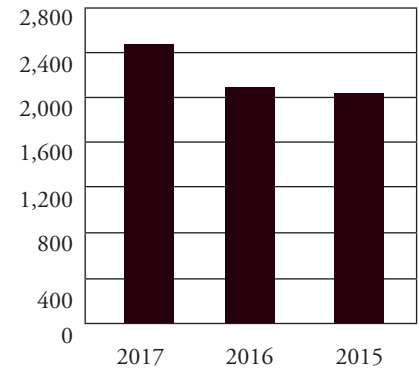
Co-op/Internships Self-Reported & Academic Internships



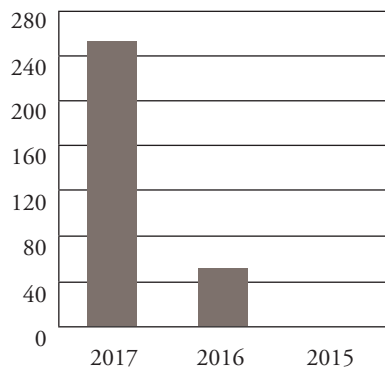
Experiential Learning Opportunities in SeminoleLink & Handshake



Student Employment Program (SEP)



Job Shadow Participants



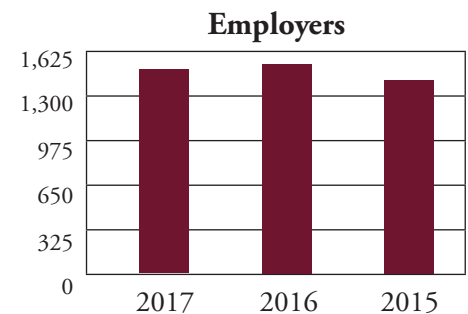
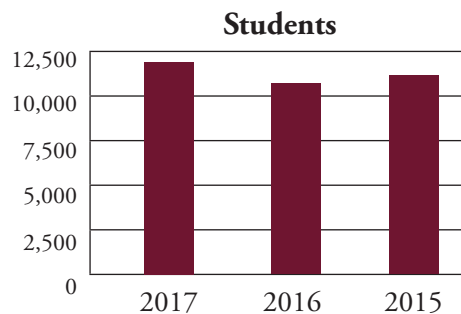


Career Fairs

<i>Event</i>	<i>Students</i>	<i>Organizations</i>
Part-Time Job Fair (Spring)	1,381	64
Engineering Day (Spring)	739	67
Seminole Success Night: A Celebration of Leadership and Diversity (Spring)	142	44
Seminole Futures All Majors Career Fair (Spring)	2,382	172
College of Communication & Information Career Fair (Spring)*	181	45
Government & Social Services Career Fair (Spring)	151	36
Health Professions Career Fair (Spring)	77	16
Education and Library Career Fair (Spring)	85	57
Tallahassee Engineers Networking Night (Spring)	114	29
SEC-ACC Virtual Career Fair (Spring)	122 (FSU)	118
Statewide Job Fair (Summer)	1,130	177
Part-Time Job Fair (Fall)	1,109	72
Engineering Day (Fall)	1,057	100
Veterans Networking Night (Fall)	42	20
Seminole Futures All Majors Career Fair (Fall)	2,199	204
College of Communication & Information Career Fair (Fall)*	177	40
Graduate School Fair (Fall)	103	63
Law School Fair (Fall)	176	86
Graduate School Fair - FSU Departments Only (Fall)	49	18
Criminology Internship Fair (Fall)*	118	22
Total	11,534	1,450

*Partnership events with academic units

**Career Fair Attendance:
Three-Year Comparison**



On-Campus Recruiting

Unique Employers:

287

Employer Visits:

177

Schedules:

945

Phone/Skype Interviews:

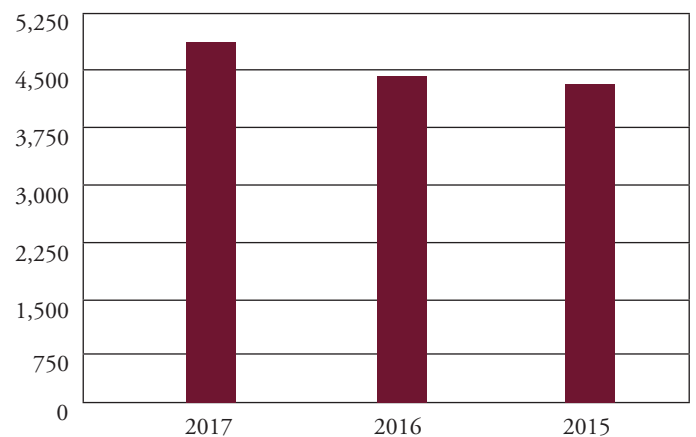
480

Total Interviews:

4,951



On-Campus Recruiting: Student Interviews



Job Listings and Résumé Referrals

Job Listings: Symplicity/NACELink/Handshake

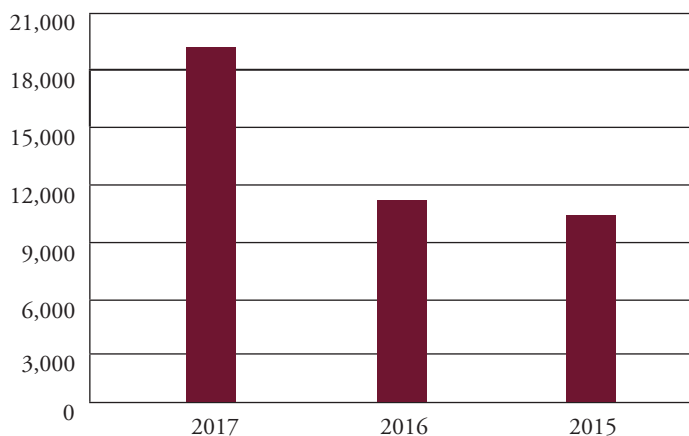
Full-Time Job Postings:

12,341

Total Job Postings:

19,695

Total Job Postings: Symplicity/NACELink



ProfessioNole Mentors

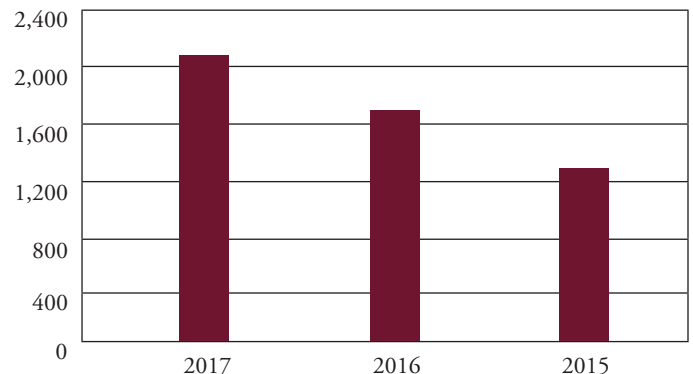
The ProfessioNole Mentors program offers students the opportunity to connect with a network of professionals throughout the community, country, and world to gain information about career fields and employment.

New Volunteers:

410

Total Active Volunteers:

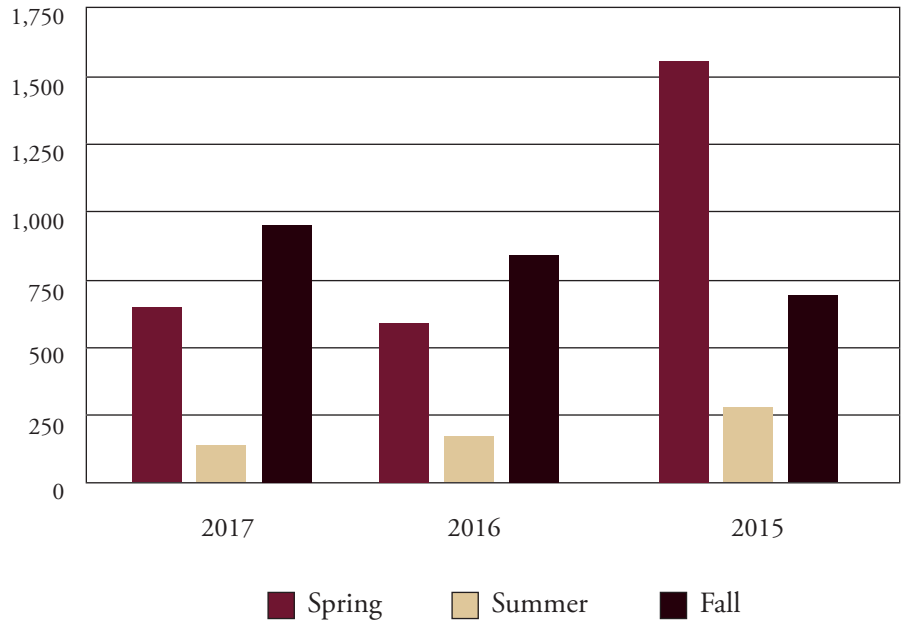
2,064



Career Portfolio Program

New Career Portfolios Created

	Spring	Summer	Fall	Total
2017	677	166	912	1,755
2016	593	197	773	1,563
2015	1,558	270	730	2,555



Unique Users

Since the Career Portfolio's inception, there have been **98,346 total unique users**, and in 2017, there were **2,046 unique users**.

Career Portfolio Contest

Year # of Contest Submissions % Increase/Decrease

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

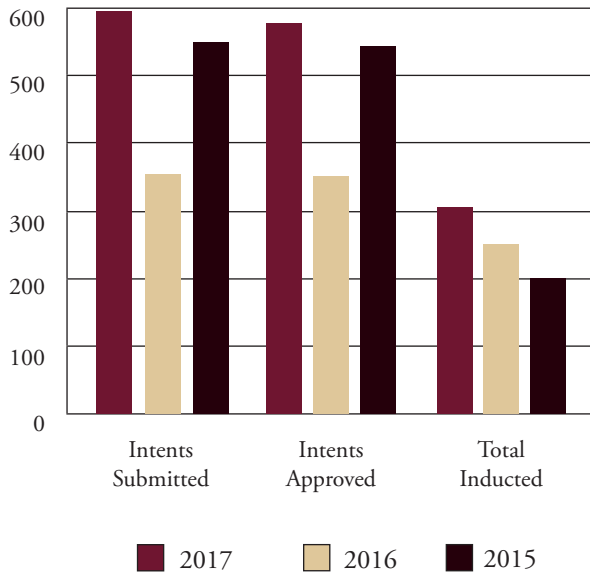


Career Portfolio winners pictured from left to right: Brittany Sinitch, Talise Burton. Not pictured: Felisha Dake, Yi-Wen Wei



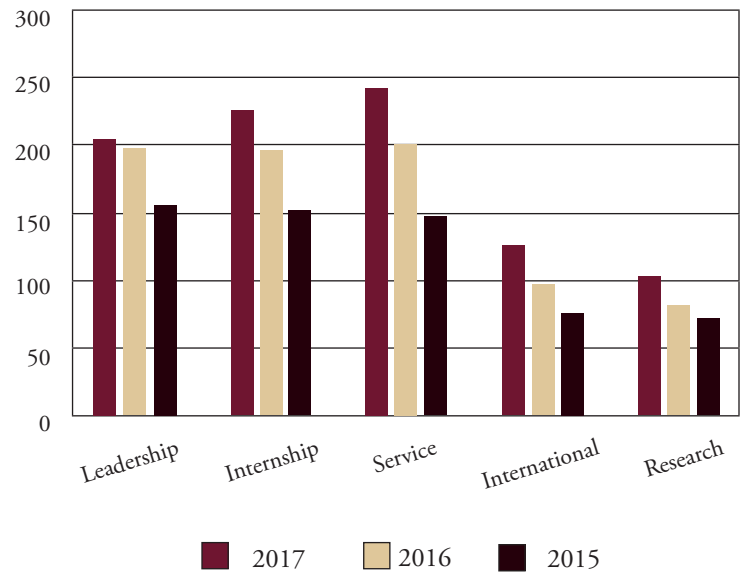
Student Engagement

	2017	2016	2015	2014	2013
Intents Submitted	599	356	554	448	449
Intents Approved	586	352	545	441	414
Total Inducted	303	258	200	145	85



Completions by Engagement Area

	2017	2016	2015	2014	2013
Leadership	204	196	158	114	71
Internship	228	194	151	104	63
Service	241	203	149	119	66
International	131	98	68	48	32
Research	105	83	74	50	23



Promotion/Marketing

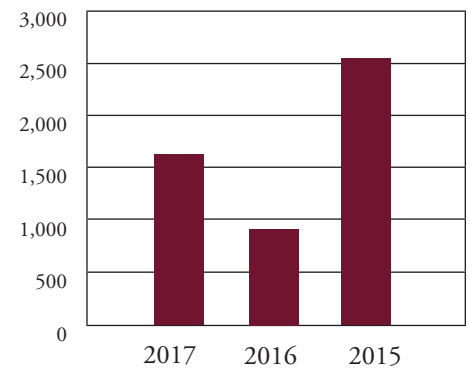
	2017	2016	2015	2014	2013
Student Outreach*	1,582	984	2,562	2,468	1,541
Advising**	2,397	1,556	951	721	364

*Presentations, Tabling Events, Workshops

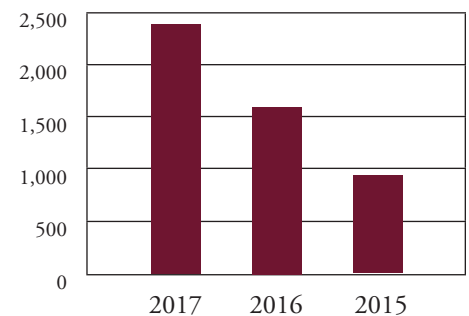
**Phone, Email, Drop-In, and Appointments



Student Outreach



Advising



Marketing and Social Media Engagement

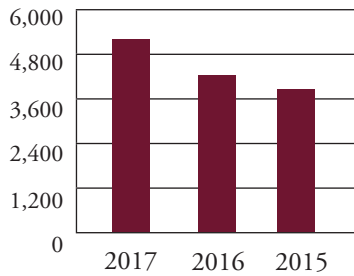
Engagement with Students and Employers

Outlets	2017	2016	2015
Facebook (Total Likes)	5,090	4,386	3,849
Twitter (Total Follows)	2,873	2,315	1,619
Instagram (Total Follows)	1,513	1,101	560
LinkedIn (Group Page)	1,765	1,790	1,783
LinkedIn (Company Page)*	136*	N/A	N/A
Pinterest (Total Follows)	110	91	67
Career Center Website Views (Per Month)	64,393	35,409	27,026*
Student Newsletters <i>Reach</i>	38 newsletters; 41,900 students	39 newsletters; 41,473 students	34 newsletters; 42,014 students

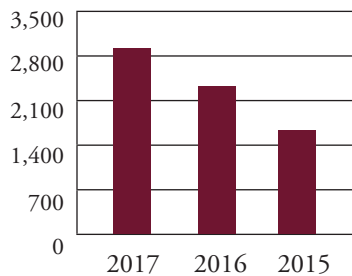
*In July 2017, The Career Center transitioned to a Company Page on LinkedIn

**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.

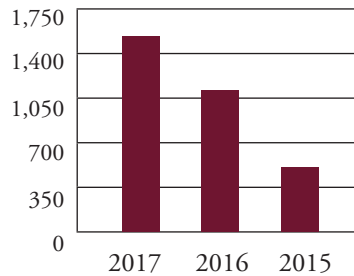
Facebook



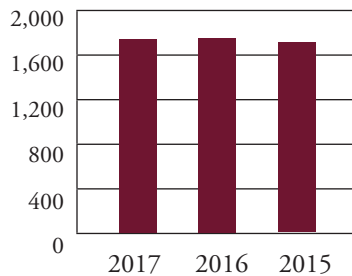
Twitter



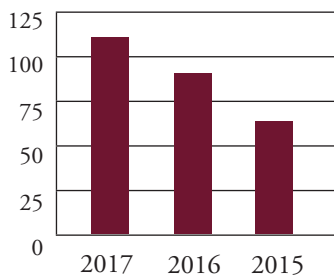
Instagram



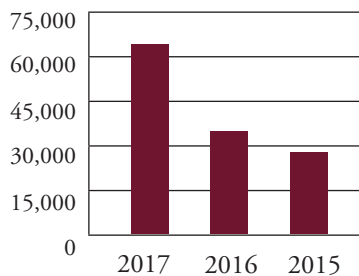
LinkedIn*



Pinterest



Website Views**



GRADUATING SENIOR SURVEY

General Information for All Colleges

Graduating seniors were asked to complete an online survey regarding their post-graduate plans during April 2016. 7,875 graduating seniors from summer 2016, fall 2016, and spring 2017 completed the survey, which represents over 91% 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 community service or volunteer work	65.9
Participated in a student organization	63.6
Completed an internship, co-op, practicum, fieldwork, student teaching, apprenticeship, clinical, leadership experience, or fellowship	63.3
Used academic support services	61.8
Employed part-time, off campus	54.9
Raised funds for a charity	40
Participated in intramural sports or sports clubs	34.4

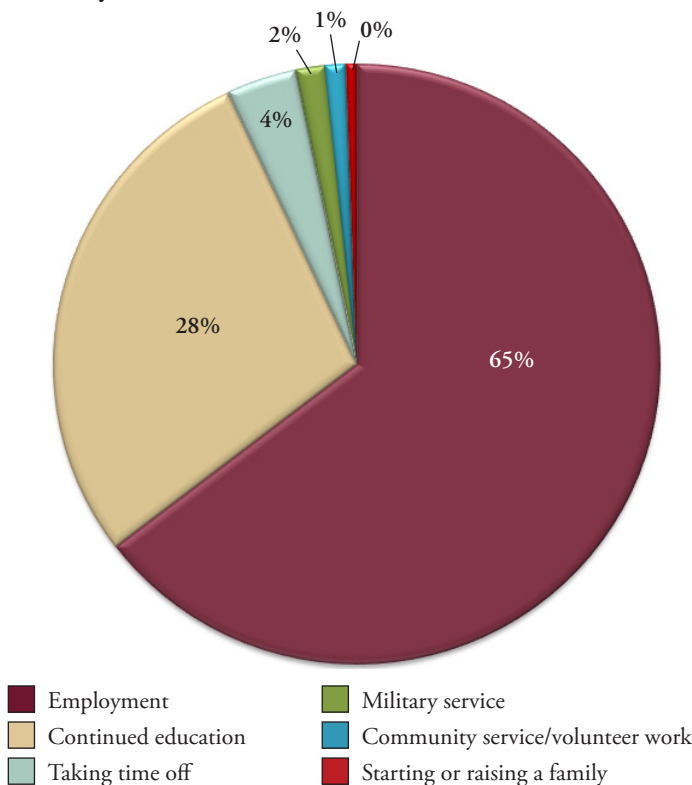
Employment Status

	%
Seeking employment	63.3
Have one or more job offers	70.9

Classification of Employed Students

	%
Full-time employment	87
Employment related directly to major	74
Employment requires a college degree	69.8
Employed in Florida	70
Employed out of state	30
Self-employed	1.8

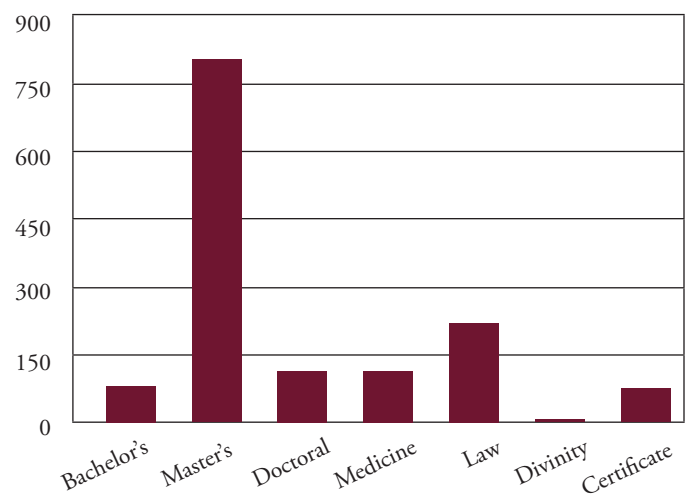
Primary Plans after Graduation



Graduate School Status

	%
Pursuing further education	24.1
Have one or more admission offers	72.5

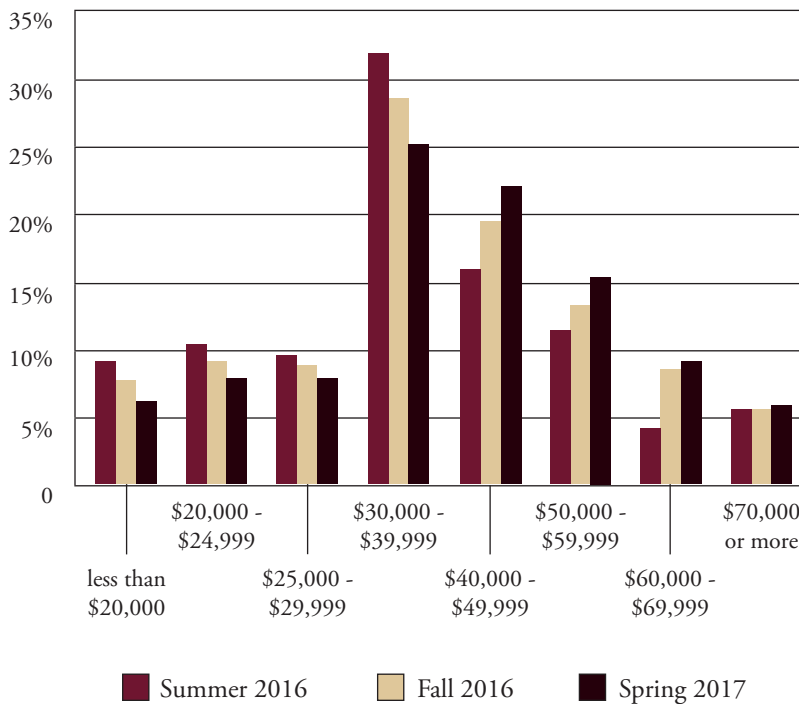
Degrees that FSU Graduates are Pursuing



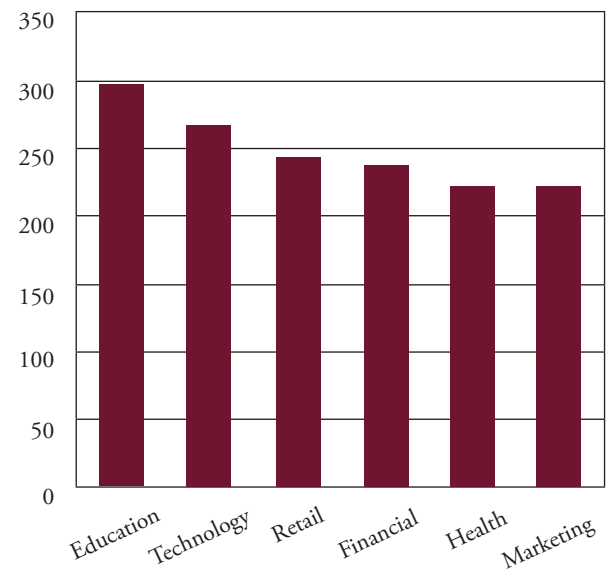
Top 5 Graduate or Professional Schools

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

Full-Time Position Salary Summary



Top 5 Employment Industries

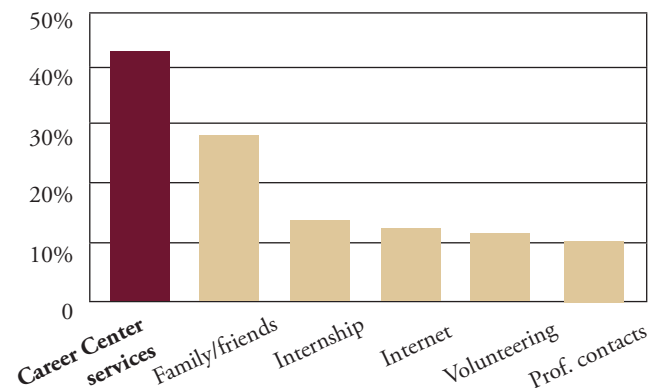


Semester	less than \$20,000	\$20,000 - \$24,999	\$25,000 - \$29,999	\$30,000 - \$39,999	\$40,000 - \$49,999	\$50,000 - \$59,999	\$60,000 - \$69,999	\$70,000 or more
Summer 2016	9.2%	10.4%	9.6%	32.2%	16.7%	11.9%	4.4%	5.6%
Fall 2016	7%	9%	8%	28.3%	19.9%	13.6%	8.7%	5.6%
Spring 2017	6.3%	8%	7.2%	25.4%	22.6%	15.6%	9.1%	5.8%

How Seniors Found Employment Opportunities %

Career Center services	42
Family/friends	28
Internship	13
Internet	12
Volunteering	11
Professional contacts	10

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 2,900 of FSU's graduates are staying in Florida, members of the class will be living in 32 different countries and 47 states.

ACCOMPLISHMENTS

InternFSU

Through the generous support of FSU's leadership and administration, the Career Center implemented the InternFSU program that began Spring Semester 2018, providing 100 high impact experiential learning opportunities for students to gain professional experience on-campus complementary to their field of study or career goals. Students submitted 1,448 applications for the program's inaugural semester.

Internship Fund

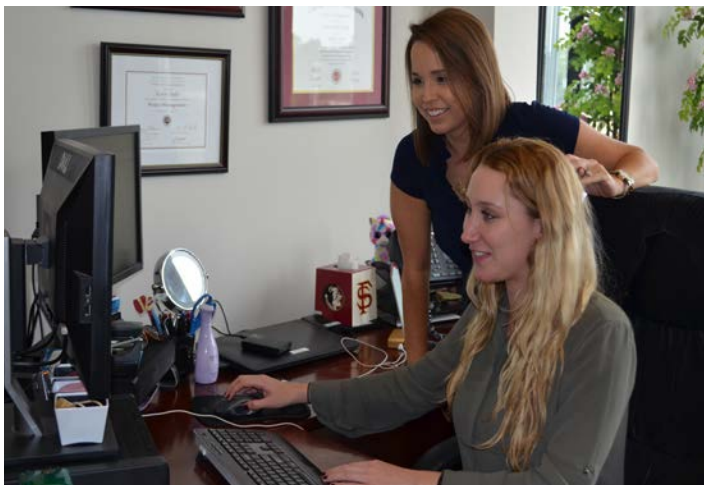
With the generous support of donors, The Career Center launched the Internship Fund to reduce financial barriers for students pursuing a wide range of experiential learning opportunities, both paid and unpaid. The inaugural semester awarded nine students with funding to support their Spring 2018 off-campus internships.

Grad School Boot Camp

The Career Center hosted its first-ever Grad School Boot Camp. This half-day conference provided information on funding graduate school, choosing a program of study, test prep, and more to 77 undergraduate students interested in graduate school.

FSUshadow

In response to the University's New Strategic Plan, renewed emphasis was placed on high impact practices. Funding from the Office of the Provost allowed the Career Center to initiate a matched job shadowing program, FSUshadow.



FloridaACE Drive-In

FSU Career Center Sr. Assistant Director Megan Hollis coordinated the 2nd Annual FloridaACE Drive-In Conference, held at the Career Center in November 2017. Forty-five representatives from 21 different organizations/institutions from locations ranging from Pensacola to Boca Raton attended the half-day professional development event.

Graduating Senior Survey

The Career Center in conjunction with Institutional Research conducted another successful graduating senior survey and a six-month follow-up survey that resulted in a 91% and 31% response rate respectively. For the 5th year in a row, students reported that the number one way they found employment was through Career Center services.

Technology

The Career Center partnered with FSU Information Technology Services to launch the Career Center module within the myFSU mobile app.

The Career Center transitioned to the Handshake CSM platform to manage job postings, career fairs, office programs/services.

The Career Center worked with FSU Information Technology Services to transition to an updated website design.

The Career Center secured funding for The Fairs App, a Career Fair smart-phone app.

Advisory Board

The Career Center hosted local and national employers at a day-long annual Advisory Board meeting. Members received an update by President Thrasher, participated in a tour of campus and attended a discussion on the current employment market for student and recruiters presented by Dr. Phil Gardner, the Director of the Collegiate Employment Research Institute at Michigan State University.

Résumé Café

The Career Center launched Résumé Café, a drop-in resume critique event supporting students from all majors prior to Career Fair weeks. Career Center staff critiqued 225 resumes during the spring and 410 resumes during the fall.

Distance Learning

The Career Center acquired and implemented 600+ CareerSpots videos about career readiness competencies, job/internship searching, and occupational videos with advice from employers and professionals.

The Career Center launched a distance career advising program for phone or video career advising appointments, available to students living outside of Tallahassee, including distance learners, FSU Panama City students, and students studying or interning abroad.

Open House

The Career Center hosted members of the Tallahassee Chamber of Commerce Executive Board for a Lunch and Learn focus group with staff and provided a tour of The Career Center.

Successful Partnerships

The Career Center hired an Instructional Specialist to teach multiple sections of the Introduction to Career Planning Course (SDS 3340), assist with administrative tasks and serve on department committees.

The Career Center collaborated with the Educational Advisory Board (EAB) to write easily accessible and mobile friendly career journeys with tailored step-by-step resources from freshmen to senior year. Example resources include searching internship and job postings on Handshake, attending a career or internship fair, preparing to ace the interview, and making your application stand out for graduate school or employment.

Experiential Certificate Program

In partnership with Liberal Studies, The Career Center's Experiential Certificate Program (ECP) became the only non-course option for students to fulfill the Formative Experiences alternative satisfying one of the two required Scholarship in Practice courses.

Experiential Recognition Program

The Career Center's zero-credit hour course, SDS 3802: Experiential Learning, was selected as a pilot participant in the University's transition to the new learning management system, Canvas.

Federal Work Study

In partnership with the Office of Financial Aid, Enterprise Resource Planning, and Human Resources, The Career Center assisted in transitioning the Federal Work Study application process to an online portal system with standardized position descriptions and application processes.

Grants or Financial Awards

- Received \$1,500 from New Student & Family Programs' Family Connection in support of the Professional Clothing Closet.
- Received \$3,000 from FSU Panhellenic Association in support of the Professional Clothing Closet.
- Received \$15,000 from Enterprise Holdings to enhance FSU student development.

DAVE & CATHY BAME INTERVIEW SUITE



In 2017, The Career Center was the recipient of a generous \$50,000 donation from the Dave and Cathy Bame family to sponsor an Interview Suite in the Dunlap Success Center. Cathy is a Florida State alumna and Dave was a recruiter with Proctor & Gamble for several years. The Interview Suite was dedicated by Cathy to honor Dave's legacy.

In October 2017, The Career Center held a ribbon cutting event for the Dave & Cathy Bame Interview Suite. Cathy was joined by Career Center Director Myrna Hoover, Vice President for Student Affairs Amy Hecht, and family and friends.

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.

- **Karen Hill** and **Jen Harshner** attended the Allies & Safe Zone 101 Workshop, a three-hour training in allyship and current issues that impact the LGBTQ+ community.
- **Karen Hill, Kaela Frank, Jami Lynn Cook, Joshua Morgan,** and **Shelby Young** attended the Social Justice ALLY Training.
- **Kaela Frank** attended the Allies and Safe Zones 201 Workshop on Intersecting Identities.
- **Erica Stallings, V'Rhaniku Haynes, Karen Hill, Joshua Morgan, Kaela Frank,** and **Li Pon** served on the Career Center's Diversity and Inclusion Committee.
- **Calvin Williams** served on the Division of Student Affairs (DSA) Diversity and Inclusion Committee.
- **Calvin Williams** served on the DSA Black Male Initiative Group.
- **Calvin Williams** presented "Leadership in the Workplace" workshop for the Black Male Leadership courses (Fall and Spring).
- **Leah Sibbitt** presented 'Disclosure in the Workplace: Accommodations in Your Career' for the Student Disability Resource Center.
- **Leah Sibbitt** represented FSU as the liaison for the Workforce Recruitment Program that connects federal employers to students with disabilities.
- **Casey Dozier** served on the National Career Development Association's Diversity and Inclusion committee.
- **Michelle Futo** served on the Board of Directors for STEM Veterans USA that connects employers with student veterans seeking full-time and internship employment.
- **Michelle Futo** completed Social Justice ALLY Facilitator Training.

ADDITIONAL HIGHLIGHTS



Cathy Barrios' FSUshadow blog post was featured by the Florida Association of Colleges and Employers.

Jackie Belle completed the certification process to become a National Certified Counselor (NCC).

Jacqueline Belle and **Kaela Frank** attended the Cooperative Education & Internship Association annual conference in Denver, CO.

Jami Lynn Cook partnered with the University Counseling Center to expand Center awareness and services to College of Engineering students including the implementation of finals week "stress buster" events.

Jami Lynn Cook served on the Website Design & Outreach Committee at the FAMU-FSU College of Engineering to help rebrand and build the College's website and media presence.

Jami Lynn Cook served as a New Employee Mentor within the Department of Student Affairs Welcome Committee.

Jami Lynn Cook partnered with STEM employers across the Southeast to develop the inaugural STEM Résumé Café serving the professional development needs of 135+ STEM students.

Jami Lynn Cook, Heather Scarboro, and Calvin Williams, in partnership with representatives from four other educational districts in Florida, attended Navy Leadership Training with the U.S. Navy in San Diego, California.

Jami Lynn Cook, Kaela Frank, Krystle Graham, and Leah Sibbitt attended the Noles Professional Institute, a program for leadership development among new professionals in student affairs at FSU.

Jami Lynn Cook, Heather Scarboro, and Christine Martin, attended the SoACE Employer Relations Summit in Nashville, TN.

Tracey Dowling served as the Vice President of Co-Op Network on the Board of Directors for the Cooperative Education & Internship Association.

Tracey Dowling, Emily Kennelly, and Calvin Williams served as members of the Tallahassee Chamber of Commerce.

Casey Dozier was quoted in a College Magazine article encouraging freshmen and sophomores to attend career and internship fairs early to begin networking.

Casey Dozier worked with Advising First to create a video documenting the partnership and collaboration between the Career Center and Advising First.

Kelli Gemmer, Joshua Morgan, and Leah Sibbitt, along with representatives from universities across the Southeast, attended the Marine Educators Workshop hosted by the U.S. Marine Corps in Quantico, VA.

V'Rhaniku Haynes served as the Director of Professional Development for the Southern Association of Colleges and Employers (SoACE).

Kate Herron attended the employer outreach trip to Tampa with the College of Communication & Information visiting six companies committed to hiring FSU/CCI students.

Kate Herron created "Career Workshop Bonanza," an event of four consecutive workshops taking students through the typical timeline of finding an internship/job (Finding Internships, Interviewing, Negotiating Job Offers, and an open session for any career-related questions).

Megan Hollis was awarded a Guidon Award by the Collegiate Veterans Association for leading the way in support of student veterans at Florida State University.

Megan Hollis served as the President of FloridaACE.

Megan Hollis and Calvin Williams served on the 2017 Enterprise Holdings Veteran Scholarship Committee.



Megan Hollis coordinated the 2nd Annual FloridaACE Drive-In Conference, held at the Career Center in November 2017. Forty-five representatives from 21 different organizations/institutions attended the half-day professional development event with participants from Pensacola to Boca Raton.

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

Myrna Hoover provided an external review for the Career Center at Virginia Commonwealth University.

Myrna Hoover served as a reviewer for the Tallahassee Chamber of Commerce “Best & Brightest” Competition for area high school students.

Emily Kennelly completed the Fred Pryor “Women in Leadership” training course.

Janet Lenz served on the National Career Development Association Eminent Career Award Committee.

Leslie Mille served on the FSU Faculty/Staff Campaign Committee which encourages FSU employees to become involved in fundraising efforts to support initiatives that will elevate FSU into the top 25 rankings among all public universities.

Leslie Mille attended the Coalition for Access, Affordability, and Success Career Summit.

Leslie Mille worked with the Office of Admissions to include Career Center information in Admissions brochures that are provided to high school students, guidance counselors, prospective students and families, and other visitors.

Heather Scarboro consulted with other schools regarding Handshake transitions including Ohio State University College of Business, Purdue University, and Louisiana State University.

Geneva Scott facilitated a Lobbying Networking Night in partnership with the Florida Association of Professional Lobbyists.

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

Geneva Scott served as a mentor for a student within the NASPA-Noles Undergraduate Fellows Program (N2UFP).

Leah Sibbitt served as a judge for the FSU 3-Minute Thesis Competition.

Leah Sibbitt partnered with the Able Trust Foundation to facilitate an etiquette dinner presentation for the Florida Youth Leadership Forum for over 60 high school students with disabilities.

Calvin Williams served as a mentor for two National Association of Colleges and Employers (NACE) members.

Calvin Williams’ Authentic Leadership blog post was featured by the Florida Association of Colleges and Employers.

Calvin Williams participated in the 2017 Statewide Job Fair in Orlando to network with employment partners and employer relations colleagues from around the state.

Calvin Williams served on the Career Pathways Council.

FSU Division of Student Affairs Award Ceremony Winners

Community Service Award –
Tex Hudgens

Mover and Shaker Award –
Lauren Apgar

Silent Superlative –
Audrey Graser

Star Award –
Martha Skipper

Uphold the Garnet & Gold –
Elizabeth Harris



PARTNERSHIPS

College of Applied Studies (FSU Panama City)

Liaison: Emily Kennelly

Career Center staff partnered with administration and faculty to coordinate the Fast to the Future networking event bringing together 45 employers and 100 students at FSU Panama City.

Career Center staff attended the Panama City Transfer Day in Spring 2017 to share Career Center information and resources with prospective FSU Panama City students.

Career Center staff attended the Fall 2017 Open House to share Career Center information with FSU Panama City students.

Career Center staff coordinated a “Meet your Career Liaison” day and presented an Overview of Career Center services to 97 students and met with six students during drop-in career advising hours.

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 the student organization, Association for Computing Machinery (ACM), to moderate the “Inside the Technical Internship Panel” with over 70 student attendees.

Career Center staff partnered with the Refuge House to provide career advising services to transitional housing residents in the Big Bend Area.



Career Center staff partnered with FSU Center for Academic Retention & Enhancement (CARE) to provide a 3-hour intensive Resume Writing & Job Search Workshop for STEM students.

Career Center staff presented a Career Center and Liaison Overview during the Graduate Student Orientation for the Environmental, Ocean & Atmospheric Science (EOAS) department.

Career Center staff presented four employability workshops to 122 student attendees in the Future Seminole Actuaries (FSA) and International Association of Black Actuaries (IABA) groups.

Career Center staff tabled at the math and sciences buildings throughout the year including the 2017 Scientific Computing Open House to promote Career Center resources.

Career Center staff participated in 14 programming Orientation sessions for the departments of Computer Science and Mathematics.

Biological Science, Psychology

Liaison: Kaela Frank, Li Pon

Career Center staff partnered with Psychology and Biology instructors to provide Career Center Services workshops to over 2,144 students.

Career Center staff partnered with the FIG interest groups to prepare students to apply for health programs and résumé development.

Career Center staff partnered with Tri Beta and Pre-Med AMSA to present on Interviewing for Medical and other health programs.

Career Center staff supported BSC 3938: Careers in the Biological Science course through the provision of résumé preparation materials for Canvas and résumé critiques for 165 students.

Career Center staff partnered with the Psi Chi Honors Society and the Psychology Undergraduate Advising Office to host the “Get Psyched! Internship and Involvement Fair” that showcased 20 off and on campus opportunities.

Career Center staff partnered with the Psychology Advising Office to present Helping Professions Career Panel in Spring and Fall 2017, highlighting careers in clinical psychology, counseling psychology, marriage and family therapy, social work, and behavior analysis.

Career Center staff partnered with the Psychology Department to enhance the internship search, application, and reflection process for up to 50 students enrolled in PSY 4944 each semester.

Career Center staff partnered with Careers in Psychology course to provide résumé preparation materials and résumé critiques to over 1,000 students.

Career Center staff hosted the Actuarial Science Day Interviews for 24 organizations with over 100 interviews.

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

Liaison: Jackie Belle, Cathy Barrios

Career Center staff partnered with the Sigma Tau Delta student organization to present a panel for students considering graduate or professional school.

Career Center staff collaborated with the French Department to create a Career Pathways workshop for all French majors and minors.



Career Center staff collaborated with the FSU Digital Studio and the English Department to provide a workshop on creating digital portfolios for the job search.

Career Center staff partnered with the Institute on WWII and the Human Experience to create and facilitate a presentation on career options and Career Center resources for 100+ history majors at the annual open house event.

Career Center staff partnered with 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 partnered with the History Department to present a workshop on Career Center services, the value of liberal arts, and pre-health resources to 40+ honors students.

Career Center staff created a Gap Year Experience panel by partnering with and hosting representatives from City Year AmeriCorps, Teach for America, and the Peace Corps to discuss career options after graduation.

Career Center staff partnered with the English Department to continue a series of professional development workshops for 100+ students enrolled in ENC 4942: Editing Internship.

Career Center staff partnered with faculty and student organizations to present more than 23 workshops on topics relating to career planning and employability skills to over 800 students in the College of Arts and Sciences Humanities Department.

Career Center staff partnered with the Departments of Modern Languages and Linguistics and English to provide an overview of the Career Liaison role and Career Center services during summer orientation sessions.

College of Business

Liaison: Calvin Williams, Melissa Forges

Career Center staff hosted ten sections (320 students) of Business Communications classes specifically designed to help students successfully navigate Career Center services during the spring and fall semesters.

Career Center staff participated in the 2017 Real Estate Trends Conference and facilitated the Speed Connections portion of the event to help employers and students network prior to the conference. Eighteen employers and 185 students attended.

Career Center staff conducted multiple classroom presentations and partnered with the Department of Management to enhance student knowledge of career services programs.

Career Center staff participated in 2017 Insurance Days hosted by RMI faculty and staff attended by 52 employers with 397 student interviews.

Career Center staff participated in the Fall 2017 'Business Bash' networking event hosted by the College of Business.

Career Center staff participated in the Graduate Business Connections event held at the College of Business.

Career Center staff partnered with Dr. Darren Brooks to host UA Brands on-campus..

Career Center staff provided space to the School of Hospitality for interviews following their department specific career fair.

College of Communication and Information

Liaison: Kate Herron

Career Center staff partnered with faculty and student organizations to present 85 workshops on topics relating to career planning and employability skills to over 2,400 undergraduate and graduate students.

Career Center staff collaborated with the College of Communication & Information to present at new student and transfer orientation during the "Get to Know Your College" sessions.

Career Center staff participated in the College of Communication & Information Career & Internship Fair during the spring and fall semesters.

Career Center staff represented The Career Center with College of Communication and Information staff at the TalTech Expo.

Career Center staff assisted in hosting three employers at the Student Job Hop.

Career Center staff partnered with the College on a food drive to help fill the Food for Thought Food Pantry.

Career Center staff partnered with the College on a professional clothing drive to contribute to the Professional Clothing Closet in time for the fall career fairs.

Career Center staff collaborated with the College on the "Welcome to CCI" event geared for freshman to introduce them to getting involved in CCI student organizations and meeting with their academic and career advisors.



Information Studies

Liaison: Sarah Pearson

Career Center staff collaborated with FSU Libraries for a Career Center In-Service to promote STEM majors for library careers.

Career Center staff attended two FSU Library Resource Fairs to promote Career Center resources.

Career Center staff collaborated with FSU Libraries to present Professional Development workshops to CCI graduate students.

College of Criminology and Criminal Justice

Liaison: Joshua Morgan

Career Center staff partnered with the College of Criminology & Criminal Justice to create and facilitate 20 workshops serving 292 students.

Career Center staff partnered with the Interim Director of the College of Criminology & Criminal Justice to organize and host the annual Criminology Internship Fair that served 118 students and 23 employers.

Career Center staff partnered with the College of Criminology and Criminal Justice's Director of Development to host a Criminology Skype Q&A for students.

College of Education

Liaison: Lauren Kume, Geneva Scott

Career Center staff partnered with the College of Education to organize two workshops for students prior to the Education & Library Career Fair focusing on Teacher Certification and Employment in Florida and Becoming a Teacher.

Career Center staff partnered with the College to host a free professional headshot and resume critique event.



College of Fine Arts

Liaison: Carey Fee

Career Center staff worked with FSU's Museum of Fine Arts and the Leadership Council of the College of Fine Arts to host "The Arts Work," a career panel and networking event that highlighted over 20 regional employers.

Career Center staff worked with the Undergraduate Art History Association to develop and promote special events, such as a series of professional development workshops on topics including Networking, Preparing a Resume, Finding An Internship, and Interviewing.

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

Career Center staff partnered with the Department of Art History to host a "drop-in" resume critique session for students in the College of Fine Arts and the College of Music.

Career Center staff participated in all orientation sessions for the College of Fine Arts during the "Meet Your College" programming section.

College of Human Sciences

Liaison: Michon Ashmore

Career Center staff partnered with faculty and student organizations to present more than 50 workshops on career planning and employability skills topics to over 1,400 undergraduate and graduate students in the College of Human Sciences.

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

Career Center staff, in partnership with Retail, Merchandising and Product Development faculty, hosted three information sessions, presented by NEST Fragrances CEO Nancy McKay, to promote the YMA Fashion Scholarship Fund. Four students from FSU were selected for the award.

Career Center staff attended the annual Retail Summit in Spring 2017 and the Retail Roundtable in Summer 2017 to learn new trends in the retail industry and make contact with potential employment partners.

Career Center staff partnered with the University of Florida's Summer Health Professions Education Program to host an information session for 37 pre-health students.

Career Center staff partnered with College faculty to present Resume Writing to 54 Health Professions Living Learning Community students.

Career Center staff hosted the Spring 2017 Education & Library Career Fair with 57 school districts, charter schools, and non-profit educational organizations.

Career Center staff worked with the N2UFP program to critique resumes for students interested in a career in student affairs.

Career Center staff participated in the 2017 Sports Management Conference providing an overview of Career Center resources to attendees.

Career Center staff partnered with the Sport Management Student Association to provide a Professionalism workshop for 60 students.

College of Engineering

Liaison: Jami Lynn Cook

Career Center staff partnered with the Office of New Students and Family Programs and Academic Advising to present Career Center information to prospective and incoming engineering students.

Career Center staff partnered with the FAMU-FSU College of Engineering to create a workshop specifically designed to help engineering students navigate Career Center services.

Career Center staff partnered with the University Counseling Center to expand awareness and services to students including the implementation of finals week "stress buster" events.

Career Center staff, in partnership with the Mechanical Engineering Board, hosted NASA, General Electric, and Naval Surface Warfare Panama City Division for the Career Center's Mock Interview Program.

Career Center staff collaborated with the Electrical and Computer Engineering Advisory Board to host the inaugural Industry Panel prior to the Fall Career Fair week to aid in the professional development preparation of engineering students.

Career Center staff worked with the U.S. Army Medical Recruiting Center to host an information session with Dr. Maurice Jackson for pre-health students.

Career Center staff worked with the U.S. Army Medical Recruiting Center and Sigma Lambda Beta to host an Acute Care in the Field workshop for 50 students in Spring 2017.

Career Center staff partnered with faculty to create and present a new Mock Skype Interview workshop to a graduate seminar class.

College of Law and Pre-Law Advising

Liaison: Joshua Morgan, Geneva Scott

Career Center staff partnered with The Academic Center for Excellence, The FSU College of Law, and other campus stakeholders to provide 18 workshops and on-going advising services accommodating 162 students and 1,041 Pre-Law newsletter subscribers.

Career Center staff partnered with campus stakeholders from academic advising, the Office of the Provost and Executive Vice President of Academic Affairs, and the Office of the Dean of Undergraduate Studies to train and maintain 25 FSU Pre-Law advisors.

Career Center staff partnered with the FSU College of Law to host five law student panelists for the Law School Admissions Panel; 41 non-law school students attended as they sought information about the career development realities of preparing for and going to law school.

Career Center staff partnered with law school representatives from Stetson University, Florida State University, University of Miami, Florida Coastal, and Ave Maria University to advise students about the detailed admission processes of Florida-based law programs.

Career Center staff presented two workshops to FSU College of Law Summer for Undergraduates program participants on resume building and professionalism.

College of Medicine

Liaison: Kristin Zaideman, Michon Ashmore, Li Pon

Career Center staff met with the Interdisciplinary Medical Sciences (IMS) program director and the IMS Pre-health Academic Programming director to discuss the role of the career liaison in working with IMS majors.

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

College of Motion Picture Arts

Liaison: Michelle Futo, Kelli Gemmer

Career Center staff met with students from the Motion Picture Arts program for resume/cover letter assistance, internship opportunities, and job search strategies.

College of Music

Liaison: Carey Fee

Career Center staff partnered with faculty members to discuss ways the embedded liaison could contribute to professional development courses.

Career Center staff presented professional development workshops on various topics tailored to undergraduate and graduate students in the College of Music.

Career Center staff partnered with the Department of Art History to host a “drop-in” résumé critique 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.

The Career Center hosted employers interested in recruiting nursing students into a variety of healthcare career paths.

College of Social Sciences and Public Policy

Liaison: Geneva Scott

Career Center staff partnered with the International Affairs Masters Program to present a series of workshops to their professional development course students.



Career Center staff partnered with Sustainable Campus to plan and facilitate an Alumni Careers in Energy Panel for students interested in green careers.

Career Center staff partnered with the College of Social Sciences and Public Policy to coordinate two alumni career panels focused on careers in the social sciences.

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

Career Center staff planned a Lobbying Networking Night comprised of eleven lobbying professionals who shared their insights and advice with students from across campus.

Career Center staff partnered with the FIG interest groups within the College to present on internship and FSUshadow programs.

Career Center staff presented a workshop “Preparing for the Government and Social Services Fair” to help students be ready for the career fair.

Career Center staff partnered with the Interdisciplinary Social Science program to plan and facilitate two Alumni Networking evenings with a career panel and informal networking.

College of Social Work

Liaison: Jacqueline Belle, Leah Sibbitt

Career Center staff tabled at the MSW New Student Orientation to share Career Center resources and welcome incoming graduate students.

Career Center staff facilitated multiple presentations to MSW Advanced Seminar and BSW Clinical students on Ten Steps to Employability and Career Center resources.

Career Center staff spoke about alumni resources during the College of Social Work Spring Commencement ceremony to over 700 faculty, graduates, and their families.

Career Center staff tabled at the Social Work Month Kickoff Event promoting engagement in career services.

Graduate School

Liaison: Amanda Sargent, Leah Sibbitt

The Career Center collaborated with the FSU Office for Graduate Fellowships and Awards to deliver 11 fellowship/award application preparation workshops throughout the year.



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

The Career Center hosted its first-ever Grad School Boot Camp. This half-day conference provided information to 77 undergraduate students interested in graduate school. Presentation topics included: funding graduate school, choosing a program of study, test prep, and tips for being a successful grad student.

Career Center staff delivered 50+ workshops to 1,000+ students related to graduate student career planning, employability skill-building or pursuing graduate education.

Career Center staff collected 184 surveys at the New Graduate Student Orientation to help determine graduate student career needs.

Advising First/Undergraduate Studies

Liaisons: Emily Kennelly

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 192 students in attendance.

The Career Center and the Advising First Center for College Life Coaching collaborated to host the “Living Unconquered Student Conference” with over 100 students in attendance.

The Career Center and Center for Leadership and Social Change coordinated an interactive tour of the facility for 130 students in the Bryan Hall Living Learning Community.

Career Center staff and liaisons attended the Advising First Academic Engagement Expo to share information about majors, careers, and experiential learning.

The Career Center hosted the Advising First College Life Coaches for a tour and overview of Career Center services.

The Career Center and Advising First created an outreach video that highlights the annual joint programming and successful relationship between both centers.

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.

Career Center staff presented employability skills workshops to FIG Leaders and members.

Alumni Association

Liaison: Leslie Mille

The Career Center worked with Alumni Association staff to provide Career Center information for the career resources section of the Alumni Association website and the Alumni Association Facebook page.

Career Center staff participated in two online Nole Connect sessions hosted by the Alumni Association focused on connecting student and alumni veterans.

Career Center staff coordinated with the Alumni Association to promote the HireTampa event to FSU alumni in the Tampa, FL region.

Career Center staff coordinated with Alumni Association staff to provide career information to include in the Alumni Association's Seminole Send-Off events hosted by local Seminole Clubs to welcome incoming freshmen to FSU.

Athletic Department

Liaison: Janet Lenz, Calvin Williams, Jackie Belle

Career Center staff partnered with the FSU Athletics LYFE program and BMI to conduct a 'Speed Networking' event for student-athletes.

Career Center staff partnered with Enterprise Holdings and the FSU Athletic Department to host a Career Fair preparation workshop for student-athletes.

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

Career Center staff hosted 50 student athletes who were part of the Student Athlete Advisory Council; they were given a tour and a Career Center overview presentation.

Career Center staff helped in planning a student athlete junior transition event that included information from employers on landing an internship, as well as information on Career Center services and programs.

Center for Academic Retention and Enhancement

Liaisons: V'Rhaniku Haynes

Career Center staff coordinated a Mock Interview Contest with CARE to increase student participation in Mock Interviews.

Career Center staff coordinated with CARE to conduct multiple tabling events throughout the year to increase knowledge and awareness of Career Center resources, services and programs.

Center for Global Engagement

Liaison: Heather Scarboro

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

Center for Leadership and Social Change

Liaison: Austin Moser, Shelby Young

Career Center staff partnered with the Community Ambassador Program to enroll all Ambassadors in the Experiential Recognition Program, providing transcript recognition for their leadership and service roles.

Dean of Students Department / First Year Outreach / SGA

Liaison: Leslie Mille, Karen Hill

Career Center staff partnered with FSU's Living and Learning Communities to share Career Center Resource information and provide communication opportunities between Career Center liaisons and corresponding LLC's.

Career Center staff partnered with the Graduation Planning & Strategies Office to offer Career Center tours and workshops for high school AA students.

Career Center staff partnered with New Student & Family Programs to integrate the Career Portfolio into the curriculum of the "Chart Your Course" first year seminar.



Honors Program

Liaison: Tracey Dowling

Career Center staff conducted Career Center tours and presented employability skills workshops to Honors Colloquium students and leaders.

Career Center staff presented a series of professional development workshops to the Honors Student Association.

Student Disability Resource Center

Liaisons: Leah Sibbitt

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

Career Center staff hosted Résumé Review Days at the Student Disability Resource Center providing résumé critiques for students applying to jobs, internships, and graduate programs.

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

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

Veterans Center

Liaison: Megan Hollis

Career Center staff participated in two online Nole Connect sessions, hosted by the Alumni Association focused on connecting student and alumni veterans.

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



The Career Center hosted the 6th Annual Student Veterans Networking Night and a workshop to prepare students for the event.

Various

Career Center staff partnered with staff from the Office of Financial Aid, the General Counsel, the Office of the Registrar, and Human Resources to host the 3rd Annual Student Employee of the Year Awards Ceremony. The Selection Committee received 150 nominations from departments around campus.

Career Center staff served on the GAP Year Fellows Program selection committee that provides funding for high school seniors who have been admitted to FSU to defer enrollment to take a gap year to engage in cross-cultural service initiatives.

The Career Center provided interview space for University Housing to conduct interviews for desk staff and Resident Advisors.

Career Center staff partnered with the Tutoring Center to enroll all Peer Tutors in the Experiential Certificate Program providing a certificate of recognition for their role in tutoring other students.

Career Center staff partnered with Domi Station, an entrepreneurship incubator, to present Internships 101 and a panel of all Tallahassee area College Career Centers to facilitate internship hiring for entrepreneurs in the area.

Career Center staff executed a Memorandum of Understanding with external internship provider City Internships to offer guaranteed acceptance and tuition discounts for Florida State University students.

PUBLICATIONS AND PRESENTATIONS

Presentations

Barrios, C., & Kume, L. (2017, July) *How to launch a matched job shadow program*. Presentation given at Florida Association of Colleges & Employers (FloridaACE) Annual Conference, Tampa, FL.

Bullock-Yowell, E., **Lenz, J. G.**, Rottinghaus, P., & **Sampson, J. P., Jr.** (2017, June). *Integrating theory, research, and career counseling: Lessons from the Society for Vocational Psychology conference*. Featured session at the National Career Development Association Global Conference, Orlando, FL.

Cook, J., & Martin, C. (2017, December). *Lessons learned from a transition to Handshake*. Presentation given at Southern Association of Colleges & Employers (SoACE) Annual Conference, San Antonio, TX.

Dieujuste, M., Freeman, V. F., Nelson, B., & Beard, Z. (2017, June). *Diversity and inclusion: Fostering an inclusive environment in the workplace*. Roundtable presentation at the National Career Development Association Global Conference, Orlando, FL.

Dowling, T., & Hollis, M. (2017, April). *Recruit, train & retain experiential learning professionals*. Presentation given at Cooperative Education Internship Association Conference, Denver, CO.

Dozier, V. C., & Kronholz, J. (2017, June). *The impact of a counselor-free intervention using the Self-Directed Search*. Roundtable presentation given at the National Career Development Association Global Conference, Orlando, FL.

Dozier, V. C., Osborn, D. S., Sibbitt, L., McCain, S., & Sides, R. (June, 2017). *Theory in action: Join us for a live demonstration of cognitive information processing (CIP) theory*. Presentation given at the National Career Development Association Global Conference, Orlando, FL.

Edralin, C., Dieujuste, M., & Nelson, B. (2017, June). *Exploring the relationships between career decision state, career thoughts, and profile elevation*. Roundtable presentation at the National Career Development Association Global Conference, Orlando, FL.



Freeman, V. F. (2017, June). *The relationship among first-generation college student status and resilience, social support, perceived barriers, and negative career thoughts*. Roundtable presentation at the National Career Development Association Global Conference, Orlando, FL.

Goodman, C., Harrell, S., & **Hoover, M.** (2017, April). *Sourcing talent*. Presentation given at Greater Tallahassee Chamber of Commerce Annual Business Meeting, Tallahassee, FL.

Goodman, C., **Hoover, M.**, & Smyth, A. (2017, October). *Director's Panel*. Presentation given at Florida Association of Colleges & Employers (FloridaACE) Drive-In Conference, Tallahassee, FL.

Guy, Z., & Rahaim, A. (2017, June). *Great conference... now what? 5 steps to increase student career engagement*. Roundtable presentation at the National Career Development Association Global Conference, Orlando, FL.

Haller, K., Guy, Z., & McDowell, M. (2017, June). *Building my blueprint: A psychoeducational group curriculum designed for high school juniors*. Roundtable presentation at the National Career Development Association Global Conference, Orlando, FL.

Haynes, V. (2017, December). *Transforming recruitment: developing active employer relations and recruitment strategies*. Presentation given at Southern Association of Colleges & Employers (SoACE) Annual Conference, San Antonio, TX.



Osborn, D. (2017, March). *Careers and mental health*. Presentation at Annual Conference, Louisiana Career Development Association, Baton Rouge, LA.

Osborn, D., Sampson, J. P., & Kettunen, J. *Understanding and enhancing career information literacy*. Presentation at the National Career Development Association Global Conference, Orlando, FL.

Pentz, T., & Haller, K. (2017, June). *Bridging the gap: Coping with school-to-work transitions*. Roundtable presentation at the National Career Development Association Global Conference, Orlando, FL.

Sargent, A., Wall, J., & Reinersman, M. (2017, June) *Selecting and using quality online career resources to support the career development process*. Presentation at the National Career Development Association Global Conference, Orlando, FL.

Scott, Geneva (2017, June). *Bridging the Gap: Increasing campus engagement through embedded career liaison model*. Presentation given at FloridaACE Annual Conference, Tampa, FL.

Sibbitt, L., & Sargent, A. (2017, June) *Cultivating positivity in career professionals-in-training: A group processing intervention*. Roundtable presentation at the National Career Development Association Global Conference, Orlando, FL.

Sides, R., & Miller A. (2017, June). *Becoming positive after not making the cut: Cultural considerations when advising professional baseball athletes*. Roundtable presentation at the National Career Development Association Global Conference, Orlando, FL.

Venable, M., & **Osborn, D.** (2017, March). *Top trends guiding tech use in your career practice*. Keynote presentation at Annual Conference, Georgia Career Development Association, Atlanta, GA.

Venable, M., & **Osborn, D.** *The positive impact of adding infographics to your online career resources*. Presentation at the National Career Development Association Global Conference, Orlando, FL.

Zaideman, K. (2017, June). *Finding employment for dual career couples*. Roundtable presentation at the National Career Development Association Global Conference, Orlando, FL.



Kennelly, E., & Sibbitt, L. (2017, June). *Examining the features and costs of current career assessments: Implications for informed practice*. Roundtable presentation at the National Career Development Association Global Conference, Orlando, FL.

Lenz, J. G. (2017, December). *Giving clients hope: Top ten tips for career counseling practice*. Invited keynote presentation, Middle Atlantic Career Counseling Conference. Lancaster, PA.

Lenz, J. G., & Reardon, R. C. (2017, December). *Essential ingredients in career counseling: Evidence-based practice to enhance client success*. Middle Atlantic Career Counseling Association Conference. Lancaster, PA.

Lenz, J., & Reardon, R. (2017, June). *Key strategies for developing, managing and evaluating a successful career course over 40 years*. Presentation at the National Career Development Association Global Conference, Orlando, FL.

Mills, L., & Peters, A. (2017, July). *Development and administration of a career clothing closet*. Presentation given at Florida Association of Colleges & Employers (FloridaACE) Annual Conference, Tampa, FL.

Miller A., & Beard, Z. (2017, June). *The positive impact of career courses: Differential impacts of career decision state by class standing*. Roundtable presentation at the National Career Development Association Global Conference, Orlando, FL.

Osborn, D. (2017, May). *Cognitive information processing theory (CIP) in action*. Presentation at Ohio Career Development Association Annual Conference.

Osborn, D. (2017, February). *Tech tools and tips for career practitioners*. Presentation at Career Practitioner Institute, National Career Development Association, Mystic, CT.

Osborn, D. (2017, February). *Use of technology in career counseling*. Presentation at Annual Conference, Louisiana Career Development Association, Baton Rouge, LA.

Publications

- Belle, J.** (2017, Dec 01). A case study approach to ethics in career development, second edition book review. *Career Convergence Web Magazine*. National Career Development Association.
- Buzzetta, M. E., Lenz, J. G., & Kennelly, E.** (2017). Comparing two groups of student athletes: Implications for academic and career advising. *NACADA Journal*, 37 (1), 26-36.
- Canto, A., Swanbrow Becker, M., Cox, B., Hayden, S. C., & **Osborn, D. S.** (2017). College students in crisis: identification, response options, and prevention for residence life professionals. *Journal of College and University Student Housing*, 43(2), 44-56.
- Dieringer, D., **Lenz, J.**, Hayden, S., & **Peterson, G.** (2017). The relation of negative career thoughts to depression and hopelessness. *The Career Development Quarterly*, 65, 159-172.
- Dowling, T.** (2017, August). Professional development - authentically appreciative. *Cooperative Education and Internship Association Our Blog*.
- Freeman, V. F., Lenz, J. L., & Reardon, R. C.** (2017). Career course impact on college students' career decision and affective states. *VISTAS Online*. Available at https://www.counseling.org/docs/default-source/vistas/article_3289ce2bf16116603abcacff0000bee5e7.pdf?sfvrsn=17d84b2c_4
- Leierer, S. J., **Peterson, G. W., Reardon, R. C., & Osborn, D.** (2017). *Career State Inventory (CSI) - Research Version*. Tallahassee, FL: Florida State University Libraries. Retrieved from <https://career.fsu.edu/tech-center/resources/technical-reports>
- Leierer, S., **Peterson, G. W., Reardon, R. C., & Osborn, D. S.** (2017, April 18). Career State Inventory Manual. Tallahassee, FL: Center for the Study of Technology in Counseling and Career Development, Florida State University Libraries under a Creative Commons Attribution-No Derivatives 4.0 license.
- Lenz, J. G., & Osborn, D. S.** (2017). Addressing inequities in accessing career and workforce development programs and services in college settings. In V. S. H. Solberg, & S. R. Ali (Eds.), *The handbook of career and workforce development practice and policy* (pp. 124-146). NY: Routledge/Taylor & Francis.
- Osborn, D. S., Peterson, G. W., & Hale, R. R.** (2017). Virtual school counseling. In T. P. Remley, Jr., W. D. Rock, & R. M. Reed (Eds.), *Ethical and legal issues in school counseling* (pp. 7-28). American School Counselor Association. Retrieved from doi: <http://dx.doi.org/10.5330/2156-759X-18.1.179>
- Peterson, G. W., MacFarlane, J., & Osborn, D.** (2017). The Vocational Meaning Survey (VMS): An exploration of importance in current work. *Career Planning and Adult Development Journal*, 33(2), 49-59.
- Phillips, J. C., Parent, M. C., **Dozier, V. C.**, Jackson, P. (2017). Discussion of multicultural identities in supervision and supervisory outcomes. *Counseling Psychology Quarterly*, 30, 99-110.
- Reardon, R. C.** (2017). Enhancing self-help career planning using theory-based tools. *Journal of Career Assessment*, 25(4), 650-669.
- Reardon, R. C.** (2017). Holland's integration of career theory, research, and practice. In J. P. Sampson, E. Bullock-Yowell, V. C. Dozier, D. S. Osborn, & J. G. Lenz (Eds.), *Integrating theory, research, and practice in vocational psychology: Current status and future directions* (pp. 28-39). Tallahassee, FL: Florida State University.
- Reardon, R. C., Lenz, J. G., Peterson, G. W., & Sampson, J. S., Jr.** (2017). Career development and planning: A comprehensive approach (5th ed.). Dubuque, IA: Kendall-Hunt.
- Reardon, R., Lenz, J., Peterson, G., & Sampson, J.** (2017). *Career development and planning: A comprehensive approach instructor's guide (5th ed.)*. Dubuque, IA: Kendall-Hunt.
- Sampson, J. P. Jr., McClain, M., Musch, E. & Reardon, R. C.** (2017). The supply and demand for career development programs and services as a social justice issue. In V. S. H. Solberg & S. R. Ali (Eds.), *Handbook of career and workforce development research, practice, and policy* (pp. 57-75). London: Routledge.
- Sampson, J. P., Jr., Bullock-Yowell, E., Dozier, V. C., Osborn, D. S., & Lenz, J. G.** (2017). *Integrating theory, research, and practice in vocational psychology: current status and future directions*. Tallahassee, FL: Florida State University. Retrieved from <https://doi.org/10.17125/svp2016>.
- Sargent, A. C., & Lenz, J. G.** (2017-2018, Winter). The Career Thoughts Inventory (CTI) and CTI Workbook: A purposeful integration of theory, research, and practice in career assessment and intervention. *Career Development Network Journal*, 33(4), 45-56.

VISITORS



Staff from the **New Elite Development Program (Beijing, China)**, **Singapore Institute of Technology (Singapore)**, **Ngee Ann Polytechnic Office of Internships and Careers (Singapore)**, **Korea University (Korea)**, **Job World (Korea)**, **College Business Department (Beijing, China)**, and **EAP Management Consulting (Zhongshan District, Dalian, Liaoning, China)** visited The Career Center to learn more about career theory, experiential learning programs, and The Career Center's service delivery model.

Visitors from the **College of Education Quality Enhancement Review and an outside CACREP accreditation consultant** toured The Career Center, highlighting the partnership between the College of Education and The Career Center.

Staff from the **University of West Indies (Jamaica)** visited The Career Center to discuss best practices in career services and concluded with a tour of the facilities.

City Year recruiting representatives visited The Career Center to discuss their recruiting needs and program overview with Career Center staff.

Sharon Mickens, Assistant Director of Employer Relations, **University of Pittsburgh** visited The Career Center to learn more about on-campus recruiting and employer relations techniques.

Career Center staff connected Dee Swanson from **Enterprise Holdings** and Aaron Moser from **Auto-Owners Insurance** to Business Communications classroom presentations.

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

Career Center staff connected Teri-Anne Brennan from **Enterprise Holdings** to FSU Athletics Career Fair Prep workshop presentation.

Travelers conducted a Lunch and Learn event with Career Center staff and faculty to provide an update on their specific hiring needs.

Northrop Grumman Corporation hosted a series of Spring 2017 and Fall 2017 engagement/recruitment events with students at the Career Center's satellite office in the FAMU-FSU College of Engineering.

The U.S. Navy hosted a series of Spring 2017 and Fall 2017 recruitment events with students at the Career Center's satellite office in the FAMU-FSU College of Engineering.

IBM, JEA, U.S. Navy, Danfoss Turbocorp, Talquin Electric, Texas Instruments, Kamin, The Currency Agency, Primoris, and R&D Medical Devices attended the inaugural Career Center event, STEM Résumé Café.

The **Electrical and Computer Engineering Advisory Board** hosted a Career Center Industry Panel providing expert advice on internships, first-year on the job success, and networking at the FAMU-FSU College of Engineering.

The **Mechanical Engineering Board** in partnership with **NASA, General Electric, and Naval Surface Warfare Panama City Division** participated in The Career Center's Mock Interview Program.

Naval Surface Warfare Panama City Division hosted a series of Fall 2017 recruitment events with students at the Career Center's satellite office in the FAMU-FSU College of Engineering.

Amazon recruiters visited The Career Center to discuss their on-campus recruiting initiatives.

Recruiter from **PhysAssist** hosted a Lunch and Learn with Career Center staff and academic partners to discuss recruiting goals and internship/full-time job opportunities.

The Aldi Recruiting Truck spent two days on campus during their trek up the east coast, with high success rate compared to other schools in meeting their outreach goals.



Southwestern Advantage President, Dan Moore conducted a Lunch and Learn event for Career Center staff members.

Sodexo HR representatives visited The Career Center to explore recruiting opportunities for their on-campus hiring needs.

Burlington recruiters visited The Career Center to discuss Fall 2017 on-campus recruiting initiatives.

Buckle recruiter visited The Career Center to discuss Fall 2017 activities and recruitment options.

Twenty-three Employer in Residence sessions were held with employers representing **US Navy, EY Service Delivery Center, JEA, Enterprise Holdings, JPMorgan, Apple, Northrop Grumman, Marriott, Ferguson, Banker's Life, Deloitte Consulting,** and **Turner Broadcasting.**

Fisher Investments hosted a virtual Lunch and Learn for Career Center staff and academic partners to discuss recruiting goals and opportunities.

AXA Advisors hosted a Lunch and Learn for Career Center staff and academic partners.

Revature hosted their Kickoff presentation for The Career Center, academic and other University partners.

Harley Davidson recruiters and **Marsh & McLennan Agency** recruiters visited the Career Center to explore recruiting opportunities at FSU.

North Highland Consulting group and **U.S. Marine Corps** Captain visited The Career Center to discuss ways to expand recruitment activities at FSU.

Tallahassee Marketing Maniacs (The Greater Tallahassee Chamber of Commerce) visited the Career Center to learn more about Career Center initiatives.

Christian O'Loone from **Stadium Centre** apartments visited with Career Center staff to learn more about how to promote Career Center resources to residents.

Covalent Reality visited The Career Center to discuss ways to get involved on campus and to share about their future recruiting needs.

Federal Bureau of Investigation (FBI) representatives visited campus to share information on their internships, hiring process, and deadlines.

Apple, Inc. representatives visited campus to discuss their Apple Care College Program and how they recruit students to participate in this opportunity.

Situs recruiters visited the Career Center to discuss their internship recruiting initiatives.

Career Center staff hosted **Footy Training** to discuss creation and launch of an internship program.

The Career Center hosted long-term partner and external internship provider **Dream Careers** on campus, facilitating multiple presentations to student groups.

The Career Center hosted high school-age students and their parents from **Tallahassee's Home School Group** to explore resources available to the public.

Wells Fargo hosted an alumni panel and employer information session for over 120 student attendees from the Quantitative Associate Program.

Dee Swanson, the **Enterprise Holdings'** Talent Acquisition Manager, hosted a Lunch and Learn event for Career Center staff and Vice President of Student Affairs Dr. Amy Hecht.



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

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

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

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

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

Visited

Career Center staff visited **U.S. Naval bases** in California learning about career opportunities, lifestyle, career projections, and more.

Career Center staff attended the **Southwestern Advantage Sales School** where they learned about the organization's training and recruiting practices.

Career Center staff visited the **University of Pennsylvania Career Center** to discuss best practices in career services and Handshake.

Career Center staff visited with **Partners for a Solution, LLC** to discuss on-campus recruiting and partnerships.

Career Center staff visited **Home2Suites** to discuss their recruitment needs and current partnership for visiting employers.

Career Center staff met with **Big Bend SHRM** leadership to discuss an internship recruiting partnership.

Career Center staff visited leadership at **Capital City Bank** to discuss their recruitment needs and development of an effective internship program as a talent pipeline.

Career Center staff visited numerous area companies to build relationships and promote reciprocal benefits of internships, recruiting, and other programs; these companies included **Canopy Software and Understory Studio**, **Advanced Systems Design**, **ReliaQuest**, **Neilsen**, **Tribridge**, **JP Morgan Chase Bank**, **Florida Department of Highway Safety**, **the Florida Lottery**, **Tech Data**, and **TekSystems**.

Career Center staff toured the **Danfoss Turbocor** global headquarters to create an understanding of hiring needs

Career Center staff attended the City Furniture Campus Partners' Day at their global headquarters touring the facility, meeting with FSU interns and alumni as well as networking with company leadership.

Career Center staff completed site visits to Thomasville's **Center for the Arts and Quincy's Gadsden Arts Center and Museum**, as well as numerous employers in Tallahassee to explore additional experiential learning opportunities for students in the College of Fine Arts and the College of Music.

Career Center staff visited local long-term employer partner **Pat Live!** to create an internship program for next-step promotion and talent pipeline to increase employee retention.

Career Center staff visited **U.S. Marine Corps Base Quantico** in Virginia to learn about career opportunities, lifestyle, career projections, and more for recruiting officers.



2018 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

- Ensure that all presentations made by Career Center staff are more consistent in branding and are engaging, concise, knowledge-based, and effective.
- Increase student professional development through engagement in experiential learning by launching internship fund and increasing recognition programs and academic internship course enrollment.
- Enhance student career preparedness by diversifying student engagement in FSUshadow.
- Leverage partnerships with local community organizations such as Career Source Capital Region, the Greater Tallahassee Chamber of Commerce, DOMI Station and Big Bend SHRM and host a minimum of one on-site visit to the Career Center to increase opportunities for students.
- Update and enhance our 48 match major sheets to support career exploration.
- Conduct local, state, regional and national site visits in conjunction with conference attendance in Jacksonville, Orlando, Tampa, South Florida, Atlanta, and Nashville to increase and expand our recruiting base.



- Reengineer the ProfessoNole Professional Development series to utilize student groups to increase workshop attendance and include campus and employer partners to assist in hosting and facilitating the workshops.
- Begin draft of the second edition of the CIP book.
- Create an online mock interview program to accommodate students who are in summer classes and for distance students.

Liaison Related

- Increase first year outreach initiatives by creating programming for students in the eight Living-Learning Communities.
- Implement targeted programming and resources to increase support for transfer students.
- Increase Career Portfolio usage by creating partnerships with FIGs, Honors, and Liberal Studies (e.g., Formative Experience Courses) to integrate Career Portfolio into the curriculum and/or program requirements.
- Chronicle, catalog, and expand the integration of Career Center information into the resources of other campus departments into their student-facing communications, e.g., website, printed materials, social media, and events.

- Host a boot camp conference for undergraduate students preparing for graduate school.
- Enhance graduate student resources that may include sample teaching and research philosophies.
- Plan a training or Lunch and Learn focused on resources and tips for assisting transfer students.
- Create a Memorandum of Understanding (MOU) with the FAMU/FSU College of Engineering that outlines the responsibilities that career services will provide to FAMU/FSU College of Engineering students.

Career Center Funding and Staffing Related

- Host training sessions for Career Center staff and campus partners on employer topics to include a minimum of three per fall and spring.
- Hire, train, and onboard a new Instructional Specialist.
- Develop and conduct a Lunch and Learn training on Windows 10 and Office 2016, to enhance staff professional development.

Reporting and Evaluation Related

- Ensure that all of the strategic initiatives of FSU (metrics goals, Strategic Plan, mission, etc.) supported by the Career Center programs and activities are documented accurately and provide accurate data to support the efficacy of the programs.
- Assess the Garnet & Gold Scholar Society Overall Program Advisor model for effectiveness. Evaluate student and faculty/staff satisfaction.
- Increase Garnet and Gold Scholar Society completion by ten percent annually.
- Develop a plan to track usage statistics for paid subscriptions and databases to evaluate the financial investment into such resources.
- Analyze data conducted from the QEP research on critical thinking.
- Assess the need for distance services after hours and develop a plan to integrate distance services into the doctoral practicum as needed.

Media Related

- Engage Academic Unit student populations in employability skills building through targeted marketing of Career Center events, programs, and services as well as executing high-impact tailored programming.
- Foster a campus culture of engagement in experiential learning by highlighting student success stories via social media.
- Create professional Employer Relations *Why Recruit at FSU* video to be used on the Career Center website, during Advisory Board and employer consultation visits.
- Re-evaluate student brand and tagline.

Technology Related

- Write an operations manual for the Systems Coordinator position to include Career Center and Dunlap Success Center systems and technology procedures.
- Research and develop a plan to include career counseling appointments into Handshake.
- Transition from Blackboard to Canvas in the SDS 3340 course.



CAREER CENTER PARTNERS

Interview Suite Sponsor

Dave & Cathy Bame

Room Sponsors



Gold Level



Garnet Level

A-LIGN
 Agile Thought
 American Traveler
 Amica Mutual Insurance Company
 Auto-Owners Insurance Company
 City Furniture
 Cummins Inc.
 E&J Gallo Winery
 Ellucian

Ferguson Enterprises, Inc.
 IBM, Global Business Services
 Insight Global Inc.
 Lanigan & Associates P.C.
 Macy's
 Mass Mutual South Florida
 Otis Elevator Company
 VR Systems, Inc.



The
Career Center