



FLORIDA STATE UNIVERSITY CAREER CENTER

ANNUAL REPORT

2020-2021

ACADEMIC YEAR



FLORIDA STATE UNIVERSITY
DIVISION OF STUDENT AFFAIRS

THE CAREER CENTER

DIRECTOR'S LETTER

A Year in Review



The 2020-2021 Academic Year was an unforgettable year for Florida State University and The Career Center. Along with other universities throughout the country, we found ourselves continuing to provide uninterrupted services, programs, and ceremonies via virtual platforms to serve students, alumni, and employers because of the continuation of campus closures due to COVID-19. Through all of our remote work and continuous effort to improve virtual services, The Career Center team continued to show why they are considered the best staff in the country.

Princeton Review's Top 20 Best Career Services list once again found the FSU Career Center ranked No. 20 on the list for 2020. This ranking puts us fourth amongst public institutions, with Florida State University being the largest institution to make the list. In addition to this recognition, according to the 2019-2020 Graduating Senior Survey, The Career Center was the No. 1 way students found employment for the eighth year in a row.

To continue our commitment to our Diversity and Inclusion work, the ProfessoNole Mentors program hosted *Diversity Chats* with mentors from diverse backgrounds about topics such as being out in the workplace, women in STEM, and being your authentic self at work. An additional partnership was established with the Alumni Association to facilitate a DEI Networking Hour.

As students sought opportunities in the remote learning world to develop career competencies to help them succeed when they join the workforce, we saw a record number of ProfessoNole Ready badges awarded. ProfessoNole Ready is The Career Center's online badging series that helps students learn and develop the career-ready skills valued by employers and in other professional settings, such as graduate school. Students can sign-up to complete the ProfessoNole Ready Canvas modules and assignments and earn badges to share their level of career preparedness. During Spring 2021, 529 badges (Black, Garnet, and Gold) were awarded to enrolled students, which was a 1,000% increase over the number of badges in Spring 2020. The ProfessoNole Pathways and Badges program has also expanded opportunities to earn 10 available badges in conjunction with employer and campus partners.

The Career Center also continued to partner with employers through a variety of virtual activities including an international trade expo (5,589 employer attendees from 118 countries), 13 career expos (with 3,634 student attendees and 955 employers), 397 employer info sessions, and 155 student interviews.

While work was conducted remotely, we continued to improve our "in-person" space to enhance services to students and highlight our contribution to the field of career development. Over the spring, we relocated the ProfessoNole Clothing Closet from University Center A to the Dunlap Success Center to allow better access to the Closet for students and gain greater exposure to visiting employers.

In addition, we relocated the Center for the Study of Technology in Counseling and Career Development to a dedicated space

on the third floor of the Dunlap Success Center to elevate the visibility of career development research to both students and employers. This Center produces more than 50% of the research on the Cognitive Information Processing (CIP) theory in the United States.

In regard to research, a core service area of The Career Center, staff released 21 scholarly publications in Academic Year 2020-21 through 15 different publication venues. Including continued output on the cognitive information processing (CIP) theory, these publications included a special journal issue on CIP, a co-authored book on internships, and several magazine articles on experiential learning. In addition, Career Center staff presented to nearly 30 attendees from 23 founding career centers in the Philippines on our model, theory, and resources.

While the fluid nature of fall semester will be challenging for all universities, at Florida State we commit to maintaining our U.S. News & World Report ranking of the 19th best public university in the nation. Like Florida State University, The Career Center - through innovative programs and exemplary career services - will continue to play a significant role in supporting university-wide initiatives, achieving national recognition, and positively influencing the success of our students.

As The Career Center embarks on the 2021-2022 academic year, we plan to stay focused on our mission! We are confident of the positive impact we have in preparing Florida State students for career success.

A handwritten signature in black ink that reads "M. P. Hoover". The signature is written in a cursive, flowing style.

Myrna P. Hoover
Director, The Career Center
Florida State University
mhoover@fsu.edu
850.644.6089

TABLE OF CONTENTS

MISSION AND VISION.....	2
EXECUTIVE SUMMARY.....	3
CORE PROGRAMS.....	4
GRADUATING SENIOR SURVEY.....	12
SIGNIFICANT STORIES.....	14
AWARDS, DIVERSITY & INCLUSION.....	15
ADDITIONAL HIGHLIGHTS.....	16
PARTNERSHIP HIGHLIGHTS.....	17
CONFERENCES & PRESENTATIONS.....	20
PUBLICATIONS & CITATIONS.....	22
CAREER CENTER PARTNERS.....	23



MISSION & VISION

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

Our values of Inclusion, Compassion, and Respect play a critical role in our mission to:

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

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 and graduate and professional school opportunities for students

SP 5.0 Provide opportunities to enhance students' employability skills

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*

16,220
contacts



*Career Outreach
Programs*

27,135
attendees

543
programs



*Career Planning
Class, SDS 3340*

381
students

12
sections



*Job Listings &
Resume Referrals*

6,475
job listings
advertised through
NoleNetwork



*Mock
Interviews*

2,526
interviews
conducted



*Employer
Engagement*

717
employer interviews and
info sessions

356
student participants



*Career
Fairs*

3,686
students

1,019
employers



*Internships &
Part-Time Jobs*

14,937
academic internships



*Digital Recognition
Programs*

2,969
new Career Portfolios
and Folios created



*Garnet & Gold
Scholar Society*

294
students inducted

Please note that our data reporting is now based on Academic Year vs. Calendar Year

CORE PROGRAMS

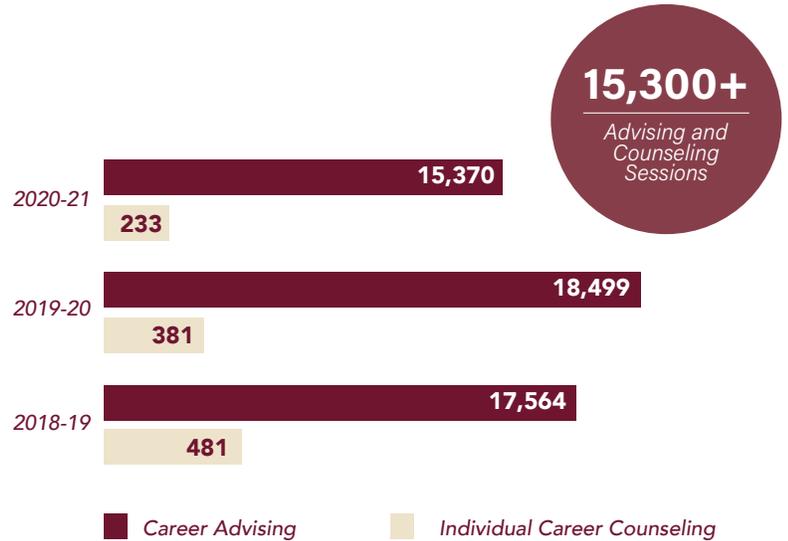
Please note that our data is reported Academic Year vs. Calendar Year

Career Advising, Counseling, and Career Library

Career Advising & Counseling Contacts

Visit	Summer	Fall	Spring	Total
Career Advising*	2,898	6,746	5,726	15,370
Individual Career Counseling	13	82	138	233
Total	2,911	7,270	6,039	16,220

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



Distance Critiqued Documents



Critiqued Docs	Summer	Fall	Spring	Total
Résumé/CV	1,071	3,674	1,607	6,352
Cover Letter	37	451	138	626
Personal Statement	52	285	512	849
Total	1,160	4,410	2,257	7,827

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

Career Outreach Programs

Workshop Attendees

2020-21	27,135
2019-20	40,768
2018-19	41,699

Workshops Held

2020-21	543
2019-20	1,046
2018-19	1,246

Career Outreach Programs include workshops, Career Center information sessions, orientation presentations, panels, and tablings.

CORE PROGRAMS

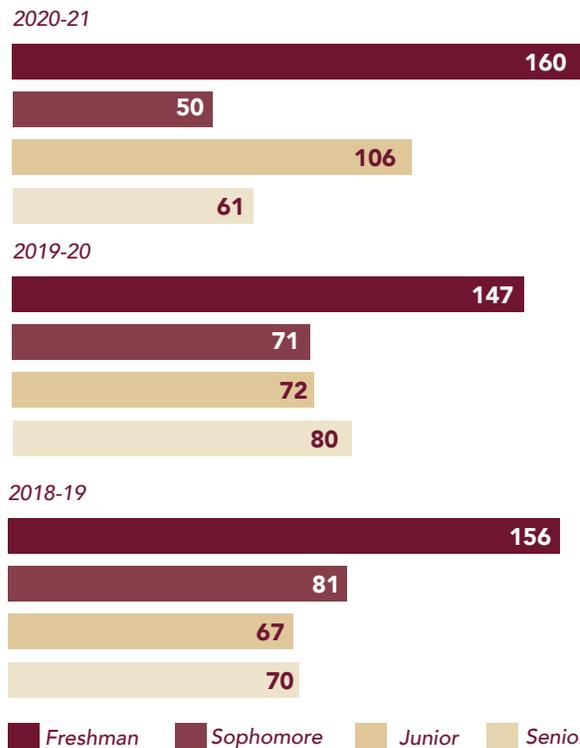
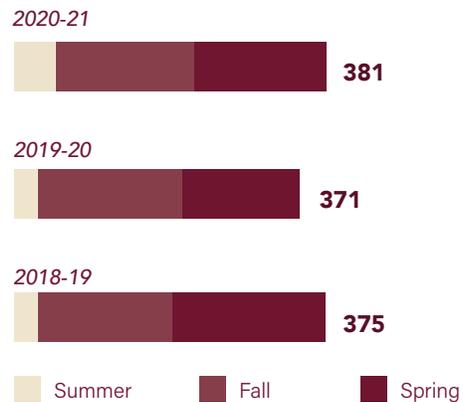
Please note that our data is reported Academic Year vs. Calendar Year

Career Planning Class, SDS 3340

Class Levels

Class Level	Summer	Fall	Spring	Total
Freshman	1	39	21	61
Sophomore	3	58	45	106
Junior	8	21	21	50
Senior	37	51	72	160
Other	1	1	2	4
Semester Total	50	170	161	381

Semester Enrollments



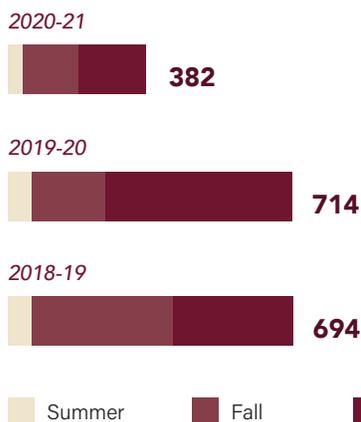
450+

Seniors Prepped for Career Success in the last 3 years

- Students directly experience more than 50 career interventions. Evidence-based and theoretically derived, these interventions are selected to support informed, thoughtful decision making.
- SDS 3340 is a variable credit course that can be taken for 1, 2, or 3 credit hours.
- On-going research provides enhancements to this course, taught since 1972, that improves decision making, career readiness, goal setting, and other personal factors.

Mock Interview/Big Interview Programs

Mock Interview Participants

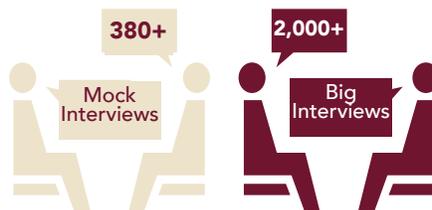


2,500+

Total Practice Interviews

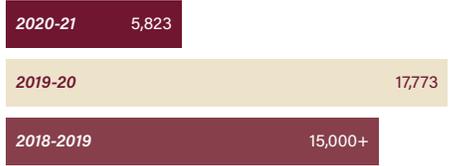
Big Interview Participants

Year	Summer	Fall	Spring	Total
2020-21	383	889	872	2,144
2019-20	55	382	648	1,085



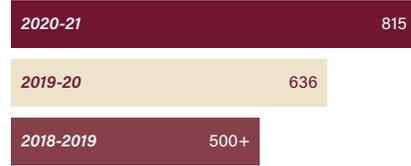
Engagement

Experiential Opportunities in NoleNetwork



5,000+
Experiential Opportunities Listed In NoleNetwork

Job Shadow Participants



800+
Job Shadow Participants

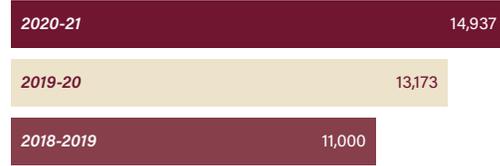
Student Employment Program



900+
Student Employment Listings

Academic Internships

Information compiled from OBI data reflects number of students enrolled in both required and elective internship courses.



14,900+
Academic Internships

InternFSU Participants

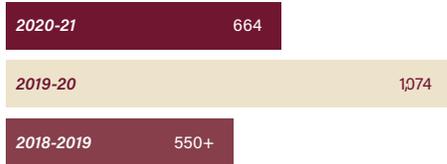


150+
InternFSU Students



Experience Recognition Program

ERP (Experience Recognition Program-transcript notation & certificate option)



660+
Experience Recognition Program Students

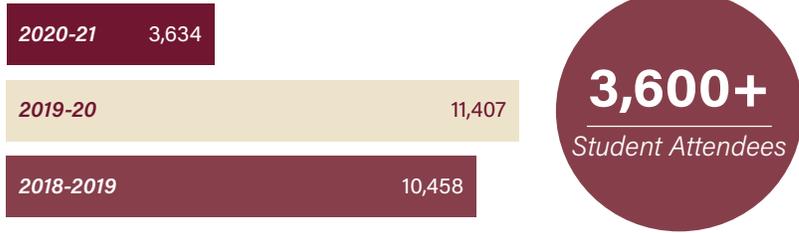
900+

Mentors Joined Professionale Mentors

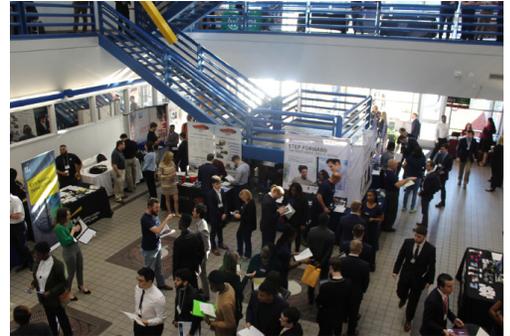
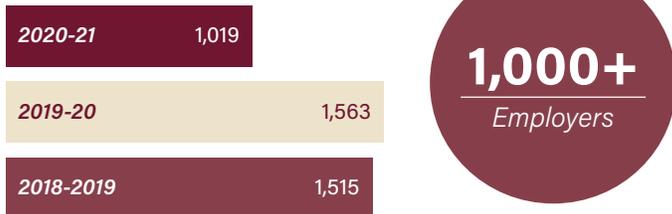


Career Fair Attendance: Three-Year Comparison

Student Attendees



Employers



Event	Students	Organizations
Statewide Job Fair (Summer '20)	152	106
Graduate School Fair (Fall '20)	132	88
Law School Fair (Fall '20)	228	50
Government & Social Services Fair (Fall '20)	250	33
Seminole Futures (Fall '20)	1,057	102
STEM Fair (Fall '20)	593	112
Education & Library Fair (Spring '21)	55	51
Government & Social Services Fair (Spring '21)	45	29
Health Professions Fair (Spring '21)	49	20
Interior Architecture and Design Fair (Spring '21)	48	18
FSU Panama City (Spring '21)	4	46
Part-Time Job Fair (Spring '21)	289	46
SEC-ACC Virtual Job Fair (Spring '21)	45	169
Seminole Futures (Spring '21)	525	83
STEM Fair (Spring '21)	411	66
Totals	3,686	1,019

* Part-Time Job Fair (Fall '20), FSU Graduate and Law School Fair (Fall '20), Criminology and Criminal Justice Internship Fair (Fall '20) (per department request), and College of Communication & Information Fair (Fall '20) (per department request) were canceled due to COVID-19



Due to COVID-19, many employers were unable to travel to campus to conduct traditional engagement activities.



Career Services in NoleNetwork

2020-2021 Job Listings in NoleNetwork

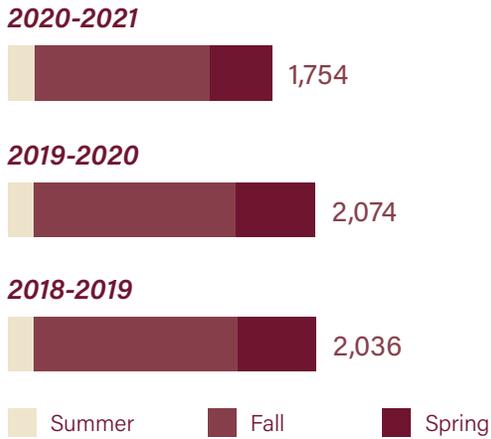


Top 5 Employer Industries in NoleNetwork

- Hospitality/Travel & Leisure
- Educational Instruction & Administration
- Government/Public Sector
- Healthcare/Medical Equipment
- Information Technology



New Career Portfolios Created

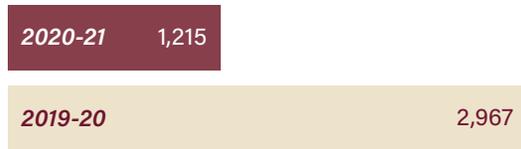


1,700+
Students Reached
Through Career
Portfolio

Unique Users

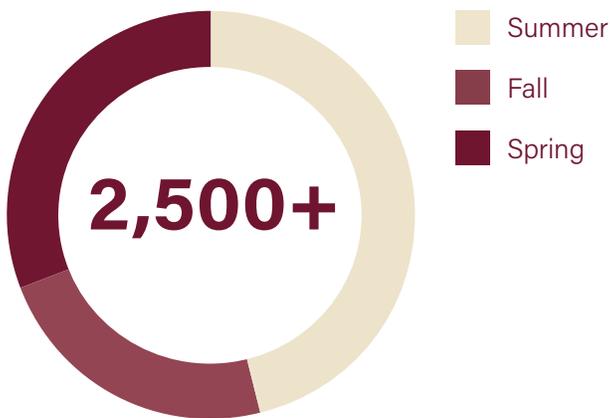
In the 2020-2021 Academic Year, there were **5,893** unique users of Career Portfolio.

New Folio Users



Folio is a platform and network where students can display and highlight their achievements to potential employers, FSU peers, and other Folio users. Folio allows students to earn badges and display tangible examples of their work that provide proof of competence, skill development, and mastery in both academic and co-curricular work.

Students Enrolled in ProfessoNole Ready

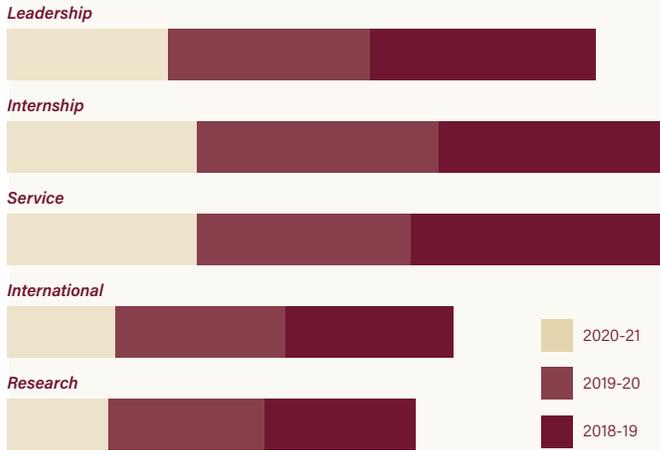


ProfessoNole Ready launched in 2019 to help students gain career readiness skills by completing modules and earning digital badges.

1,100+
badges awarded during the
program's second year



Completions by Engagement Area



	2018-19	2019-20	2020-21
Leadership	265	239	189
Internship	263	284	224
Service	297	253	223
International	198	200	127
Research	177	185	119

Advising & Outreach

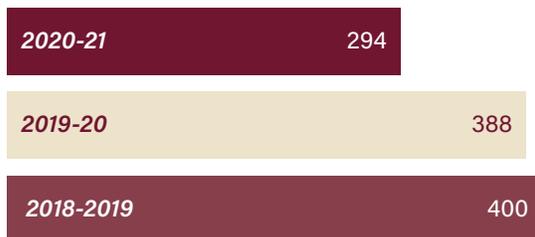
150+
*Students Reached
 via Advising*



Students Inducted

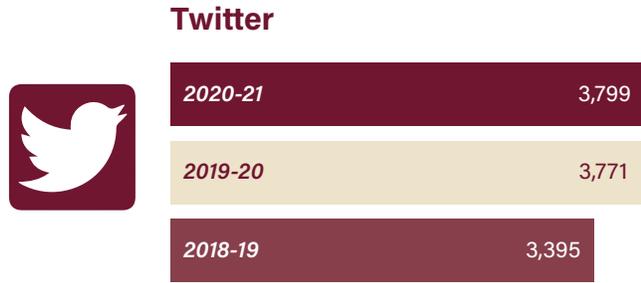


2,489 students
 have been inducted
 since the program's
 inception in Spring 2011



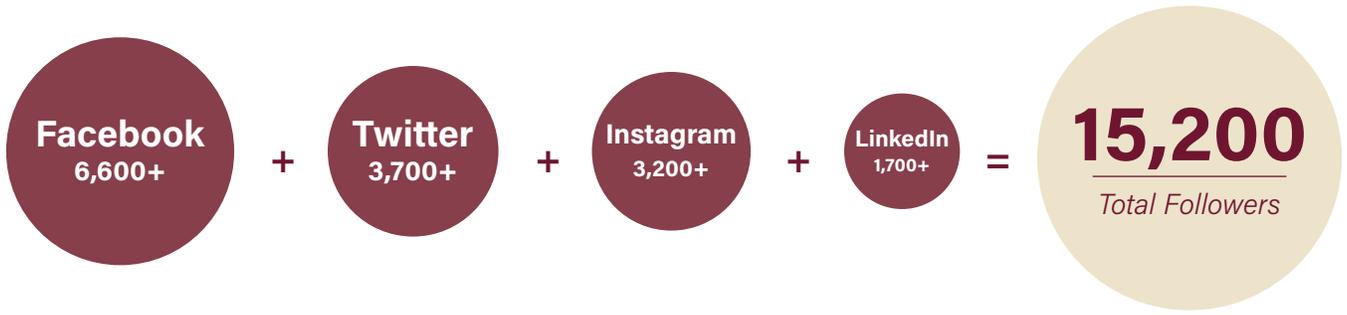
For the Summer 2021 class and beyond, the minimum GPA requirement for the Garnet and Gold Scholar Society has been raised to a 3.2 overall GPA. In addition, this year's class overcame obstacles in every engagement area due to COVID-19 restrictions on University activities.

Social Media Followers by Platform



1,400+
New Followers
Gained in 2020-21 AY

Social Media Followers



GRADUATING SENIOR SURVEY

Graduating seniors were asked to complete an online survey regarding their post-graduate plans. 7,973 graduating seniors from summer 2019, fall 2019, and spring 2020 completed the survey, which represents over 92.1% of all graduates. Also included in these findings are the results of a six-month follow-up survey.

FSU Experiences

Participated in a campus activity

92.7%

Employed part-time off campus

50.4%

Participated in community service

69%

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

68.2%

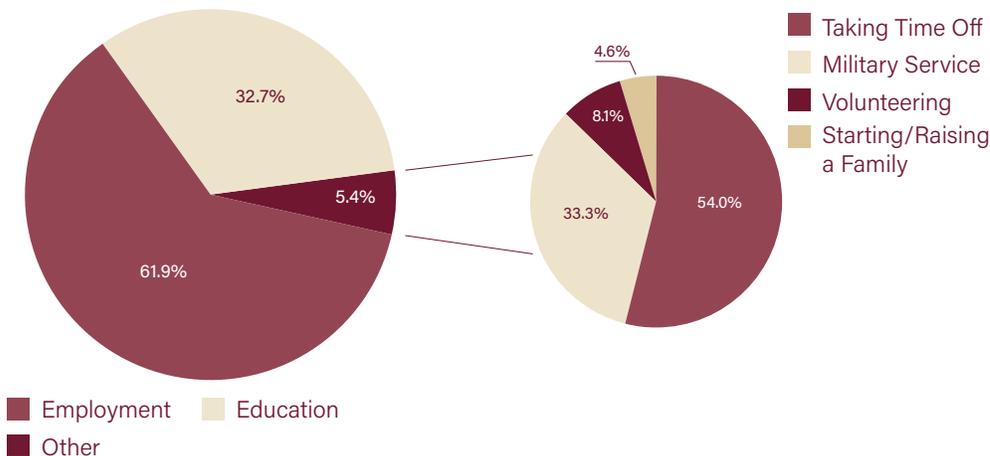
Participated in intramural sports

30.5%

Top Graduate or Professional Schools

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

Primary Plans after Graduation



Employment Status

Seeking employment

62%

Have one or more job offers

73%

Graduate School Status

Pursuing further education

31%

Have one or more admission offers

74%

Degrees Pursuing

Master's
1,100+

Law
200+

Medicine
100+

Doctoral
100+

Certificate
<100

Additional Bachelor's
<100

Divinity
<100

Classification of Employed Students

Full-time employment

85.4%

Employment related directly to major

75.1%

Employment requiring college degree

70.4%

Employed in Florida

79.5%

Employed outside of Florida

20.5%

Self-employed

2.6%



GRADUATING SENIOR SURVEY

How Seniors Found Employment Opportunities

Career Center services



Family/Friends



Internship



Internet



Professional Contacts



Previous Work



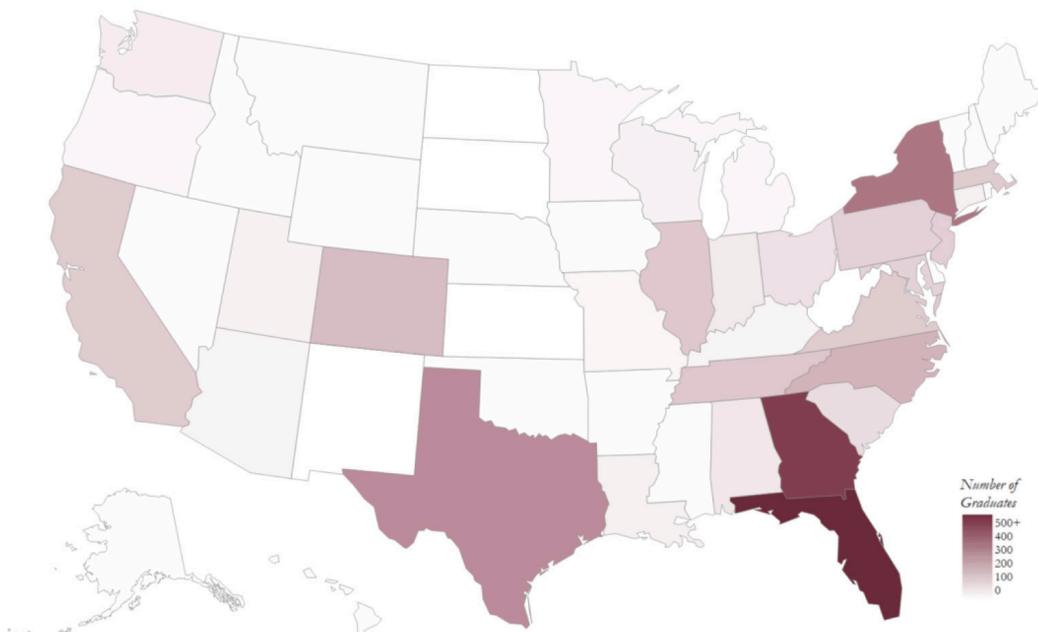
For the eighth year in a row, The Career Center was the **#1** way students found employment.

Top Five Employment Industries



Graduate Employment and Education by State

Florida State graduates work and study all over the world, and the latest Noles are following suit. While over 6,300 of FSU's graduates are staying in Florida, members of the Class of 2019-2020 will be living in 37 different countries and 48 states, as well as the District of Columbia.



SIGNIFICANT STORIES

Recognized as Top Career Center by Princeton Review and FSU Students

The FSU Career Center was ranked #20 in the Princeton Review's Top 20 Best Career Services list for 2020. This ranking puts us fourth among public institutions, with Florida State University being the largest institution to make the list. In addition, according to the 2019-2020 Graduating Senior Survey, The Career Center was the number one way students found employment for the eighth year in a row.

Commitment to Diversity, Equity, and Inclusion

Launched in Fall 2020, the ProfessoNole Mentors program hosted *Diversity Chats* with Mentors from diverse backgrounds about topics such as being out in the workplace, women in STEM, and being your authentic self at work. An additional partnership was established with the Alumni Association to facilitate a DEI Networking Hour.

Growth of Career Competency Development

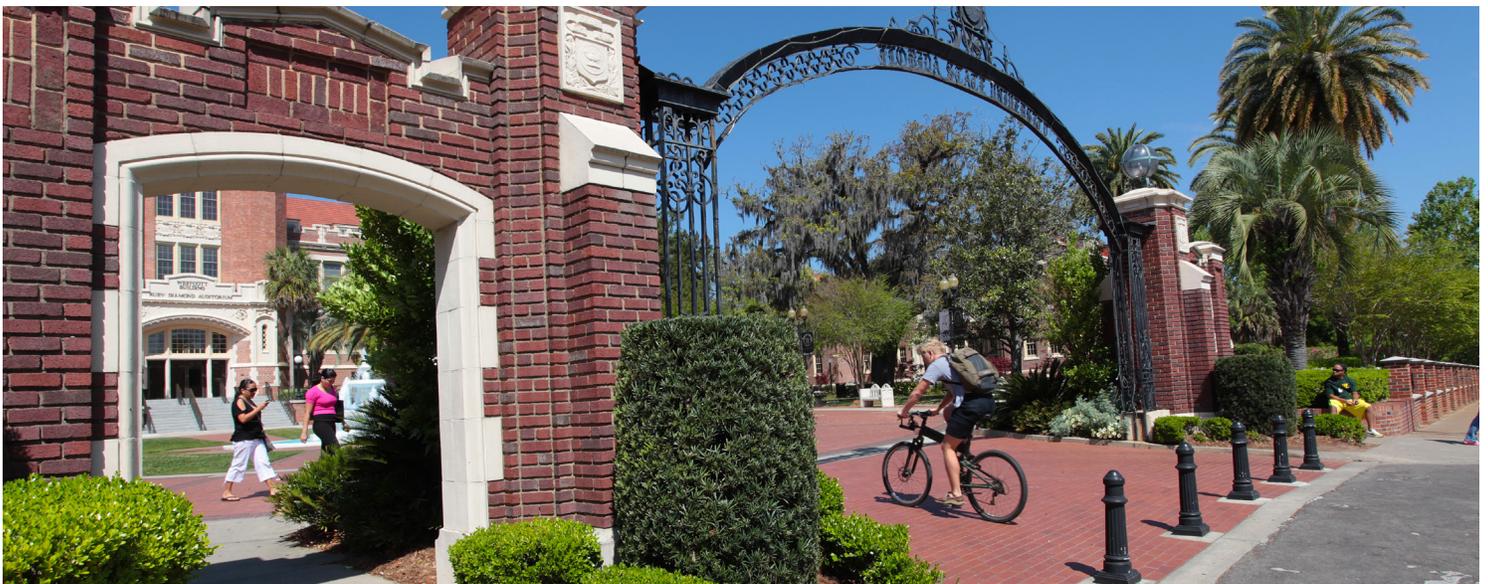
In ProfessoNole Ready's second full academic year, a record number of badges were awarded. During Spring 2021, 529 badges (Black, Garnet, and Gold) were awarded to enrolled students, which was a 1,000% increase over the number of badges in Spring 2020. The ProfessoNole Pathways and Badges program has also expanded opportunities to earn 10 available badges in conjunction with employer and campus partners.

Continued Employer Partnerships

The Career Center continued to partner with employers through a variety of virtual activities, including an international trade expo (5,589 employer attendees from 118 countries), 13 career expos (with 3,634 student attendees and 955 employers), 397 employer info sessions, and 155 student interviews.

Research Productivity and Output

In highlighting research as a core service area of the Career Center, staff released 21 scholarly publications in Academic Year 2020-21 through 15 different publication venues. Including continued output on the cognitive information processing (CIP) theory, these publications included a special journal issue on CIP, a co-authored book on internships, and several magazine articles on experiential learning. In addition, Career Center staff presented to nearly 30 attendees from 23 founding career centers in the Philippines on our model, theory, and resources.



AWARDS

Princeton Review Top 20 Career Services

The Career Center was nationally recognized for outstanding work in the field of career services as indicated by Princeton Review-surveyed students.

Hardee Center Supervisor Mentorship Award

Dylan Bateman-Schieler was recognized by FSU's Hardee Center with the Supervisor Mentorship award for outstanding mentorship of a graduate student in the Higher Education program by an assistantship or internship supervisor.

Cooperative Education and Internship Association's Charles F. Kettering Award

The Career Center nominated Teri-Anne Brennan from Enterprise Holdings for the CEIA's Charles Kettering Award and was recognized for providing outstanding resources and service to the cooperative education and internship field nationally.

Division of Student Affairs Awards

Two Career Center staff members were honored for their work and dedication at FSU:

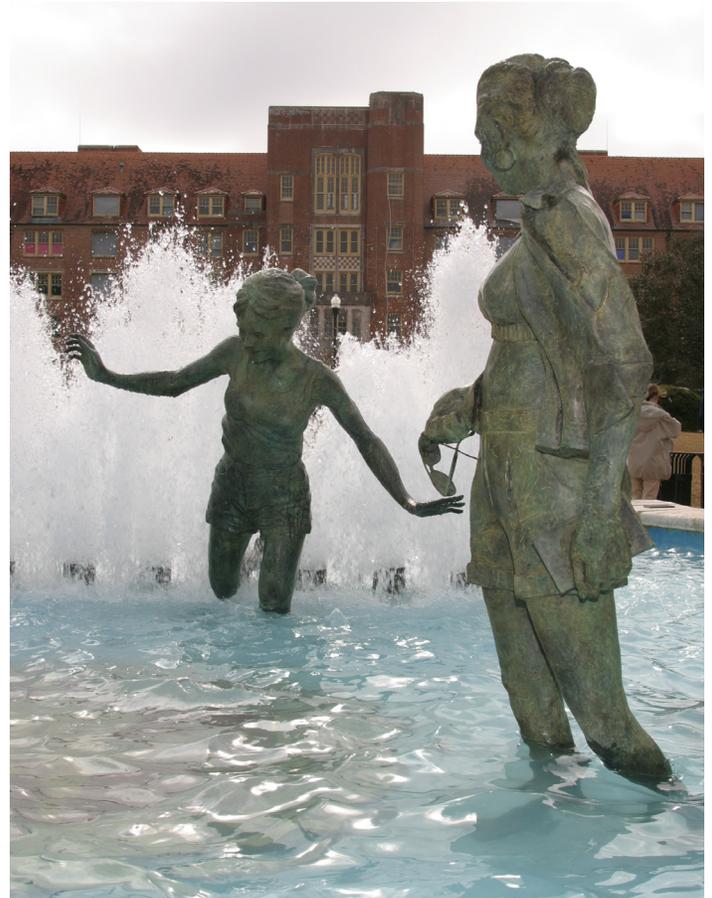
- Tory Dellaflora, Uphold the Garnet and Gold Award
- Kyra Duffey, New Employee of the Year Award

DIVERSITY & INCLUSION

Diversity & Inclusion Committee Actionables

The FSU Career Center's Diversity and Inclusion committee conducted the following activities during AY 2020-2021:

- Created a recurring virtual series for staff called, "Brave Space Conversations."
- Consulted with the FSU Office of Equity, Diversity, and Inclusion to develop The Career Center's Diversity Statement and Diversity and Inclusion website page
- Worked with FSU Human Resources to add The Career Center's Diversity Statement to internal job postings.
- Partnered with the FSU Office of Equity, Diversity, and Inclusion to host "Embracing Diversity" Training for Career Center staff.
- Surveyed staff using the NACE D&I Checklist to better understand The Career Center's current status and progress toward diversity, equity, and inclusion-related goals and identified D&I priorities.
- Created processes to share continued education, professional development, and equitable opportunities to enhance multicultural awareness and competencies in Career Center staff.



ADDITIONAL HIGHLIGHTS

Service to the University

- Tracey Lord served on FSU's Internship Task Force that authored institutional policies and procedures regarding student engagement in experiential learning activities for academic credit following safety protocols during the COVID-19 pandemic.
- Myrna Hoover served on the University Strategic Planning Committee.
- Leslie Mille served on the selection committee for the FSU College of Education's Distinguished Alumni Awards.
- Geneva Scott, Tory Dellafiora, and Sherica Holston were asked to join the Division of Student Affairs Diversity, Equity and Inclusion Task Force.

Service to the Profession

- Shereada Harrell served on a special Southern Association of Colleges and Employers (SoACE) Employer Engagement Taskforce and served as chair of the SoACE Administration Knowledge Group.
- Myrna Hoover was asked to serve on the Symplicity CSM Advisory group, which is comprised of 20+ colleges and universities who advise and guide Symplicity on product strategy, go to market strategy and other initiatives and provided an External Review for Texas State University Career Services using the CAS standards.
- Tracey Lord served on the Board of Directors for the Cooperative Education & Internship Association as the Vice President for the Cooperative Education network and was elected to serve on the Board of Directors for the Cooperative Education & Internship Association as the Vice President of Professional Development.
- Christy Mantzanas served on the Board of Directors for the Florida Association of Colleges and Employers (FloridaACE).
- Career Center staff served on the National Career Development Association (NCDA) Diversity, Equity, and Inclusion committee as well as a resource subcommittee.

Service to the Community

- Myrna Hoover served as Vice Chair of Capital Regional Medical Center Board of Trustees; served on the Chenoweth Fund Committee, a subgroup of the Gulf Winds Track Club which promotes youth running in the community and provides funding for students to participate in running activities who could not otherwise afford to do so.
- Tracey Lord was invited to join the Board of Directors for the Florida State University Heritage Museum.
- Leslie Mille served as the Associate Director for Activities for the Marching Chiefs Alumni Association.

Grants or Financial Awards

- Received \$24,994 from Student Tech Fees for Portfolium Badgelink.
- Received \$2,000 from the FSU Student Government Association to purchase professional attire for the ProfessioNole Clothing Closet.
- Received \$30,000 from the FSU Student Government Association sweepings to support the Internship Fund.
- Received \$5,000 in private gifts for the establishment of the Instructor Support Fund (ISF) to support graduate students who serve as lead instructors or co-instructors for SDS 3340 in a second or subsequent semester teaching the course.

\$61,994

In grants and financial awards
received in AY 2020-21

PARTNERSHIP HIGHLIGHTS

College of Arts and Sciences

- Career Center staff partnered with the Modern Languages and Linguistics Department for International Education Week to host the virtual Global Career Pathways panel featuring the FSU Center for Intensive English Studies TEFL program, the U.S. Department of State Diplomat-in-Residence for the Southeast U.S., the FSU Air Force ROTC, and the Peace Corps.
- Career Center staff partnered with representatives from Alzheimer's Project, Big Bend Hospice, Care Point Health and Wellness, and Play Big Therapy to present a panel on local volunteer opportunities for pre-health students.
- Career Center staff partnered to facilitate the 4th Annual Communications and Creative Media Career Panel virtually featuring top employers and alumni from Vox.com, Sachs Media, Ten 35, and Press PR + Marketing.

College of Business

- Collaborated with the GEB 1030 instruction team during fall and spring semesters to create an assignment for the course to include a Career Center follow-up assignment engaging students in resume reviews, drop-in appointments, and workshops on career readiness.
- Career Center staff participated in the College of Business Virtual Resource Fair and moderated the International Student Internship Panel and Internship Employer Panel as a part of the College of Business Internship Week.

College of Communication and Information

- Career Center staff hosted an alumni chat with Henock Daniel from Lockheed Martin.
- Career Center staff conducted five tailored presentations regarding career development for iCamp.

College of Criminology and Criminal Justice

- Career Center staff successfully partnered with both faculty and college-affiliated Recognized Student Organizations to deliver professional development and career readiness workshops.
- Career Center staff created employer engagement opportunities with the FBI and CIA through employer information sessions and FSUshadow opportunities.

FAMU-FSU College of Engineering

- Career Center staff partnered with the College of Engineering to host virtual sessions around topics such as navigating virtual career fairs, employer interviewing tips, LinkedIn and job search tips, and international student job search strategies.

College of Education

- Career Center staff presented to the Teacher Education Program Leaders on the Career Center's NoleNetwork system and on preparing for the annual Education & Library Career Fair.
- Career Center staff partnered with the Sport Management department to host an Alumni Chat with Kevin Carr, former Vice President of Social Responsibility for the NBA.
- Career Center staff hosted a Sport Management Alumni Chat with Michael Morrell of NBC Sunday Night Football.

College of Fine Arts

- Career Center staff partnered with the Department of Interior Architecture and Design to host their annual Interior Architecture and Design Fair virtually.
- Career Center staff hosted a panel on Careers in Art Administration, Art Therapy, Art Education, and Art Edu-Curation with FSU alumni and community partners.

PARTNERSHIP HIGHLIGHTS

College of Health and Human Sciences

- Career Center staff partnered with Tallahassee Memorial Hospital and Capital Regional Medical Center to present workshops on entry-level opportunities for pre-health students.
- Career Center staff partnered with Pre-Health Advising to present 'Pre-Health Professions 101/202,' a series of workshops covering professional health school application processes.
- Career Center staff partnered with College of Medicine pre-health advising to host a 'Pre-Med Q&A' panel, featuring current students in the FSU College of Medicine as panelists.

Dedman College of Hospitality

- Career Center staff continued a partnership to facilitate mock interviews with a hospitality communications course for two academic semesters.

Jim Moran College of Entrepreneurship

- Career Center staff hosted an entrepreneurship panel with employer partners Insight Global, E&J Gallo, and RSM.
- Career Center staff hosted an employment workshop series with employer partners Enterprise, E&J Gallo, L3Harris, Signature Consultants, Fidelity, and Insight Global.

College of Law and Pre-Law Advising

- Career Center staff partnered with the Juris Master Program to present a workshop series for current students.

College of Nursing

- Career Center staff participated in the Nursing Innovation Pitches as students presented innovative nursing inventions/ideas to enhance healthcare.
- Career Center staff continued to host virtual workshops and mock interviews during COVID-19 for College of Nursing students to fulfill class requirements, prepare for job interviews, develop Career Portfolios, and learn about additional Career Center resources.

College of Music

- Career Center staff partnered with Kristen Klehr, FSU Alumna and owner of the Den Collective, for a Professional Mentor Chat on Commercial Music and the gig economy.

Panama City/College of Applied Studies

- Career Center staff co-hosted a virtual career fair for FSU Panama City Campus students featuring over 40 employers.
- Career Center staff assisted in creating and posting a Panama City Campus-specific online job widget for use by students, faculty, and staff.

College of Social Sciences and Public Policy

- Career Center staff partnered with the College's Development Officer to coordinate six virtual "Social Science Alumni Chats" for students to network and learn from alumni via Zoom.
- Career Center Staff coordinated with the Masters of Applied American Politics and Policy Program to plan the fourth-annual "Careers in Politics Event" comprised of 4 political professionals who shared their insights and advice with students through a virtual panel and breakout room networking sessions.

College of Social Work

- Career Center staff presented workshops on Resume Writing, Cover Letters, and the Job Search for MSW Senior Seminar courses.
- Career Center staff launched ProfessioNole Ready as a course assignment in a BSW Senior Seminar class and hosted presentations to faculty interested in integrating ProfessioNole Ready in future course offerings.

Graduate School

- Career Center staff partnered with the Senior Associate Dean for the Graduate School to present career-related workshops as part of the Graduate School's Professional Development Workshop Series.
- Career Center staff participated in the Graduate School's "Florida State University Grad School Q&A" webinar series.

PARTNERSHIP HIGHLIGHTS

Honors, Scholars, and Fellows

- Career Center staff continued a partnership to promote mentorship for HSF-affiliated students and HSF-affiliated alumni through the ProfessioNole Mentors Program.
- Career Center staff partnered with departmental staff to increase student awareness and applications to the FBI Honors Internship Program and deliver internship preparation workshops for Global Scholars program.

Advising First/Undergraduate Studies

- The Career Center hosted the Major ≠ Career panel in partnership with The Center for Exploratory Advising for 32 students exploring majors, a 60% increase in participation compared to Spring 2020, and hosted panel members from Wells Fargo, Deloitte, and Georgia College and State University, as well as an asynchronous FlipGrid option with a panelist from Medshape Inc.

Alumni Association

- The Career Center and Alumni Association partnered to engage alumni in the ProfessioNole Mentors Diversity Chat series featuring presidents of the Alumni Networks sharing their career guidance and advice with students on topics including “Navigating Race in the Workplace” and “Being LGBTQ+ at Work”.
- Career Center staff participated in the Alumni Association’s panel discussion “Diversity, Equity and Inclusion: Moving Forward Together Part 2” sharing the Career Center’s efforts around DEI work.

Athletics Department

- The Career Center hosted the “Student-Athlete Engagement Social” which connected current student-athletes with employers offering part-time, full-time and internship opportunities.

Center for Academic Retention and Enhancement

- Career Center staff partnered with Enterprise to provide a CARE Enterprise Scholarship Contest where 40 submissions were received.

Center for Global Engagement

- Career Center staff partnered with the Center for Global Engagement to present “Gaining Experience Panel” and “Networking 101”.

Department of Student Transitions and Support

- Career Center staff met with Case Management Services to provide an overview of Career Center services and refresher on how Career Center staff and career advisors can best connect students to Case Managers.
- The Career Center participated in virtual FSU @ TCC Days to help future transfer students become familiar with academic majors and student support services.

First Year Outreach/Orientation

- Career Center staff collaborated with Undergraduate Studies and FSU Libraries to present an overview of services during New Student & Family Programs’ Family Webinar Series.
- The Career Center adopted an Ask-A-Nole station to assist students with directions and information on the first two days of in-person classes.

Freshman Interest Groups and Living-Learning Communities

- Career Center staff served on FIG panels to highlight Career Center resources for assisting in the experiential learning opportunity search.
- Career Center staff conducted classroom visits for FIGs and LLCs to present about Career Center resources, services, and programs.

International Programs

- Career Center staff presented “Showcasing Your International Experience on your Resume” during Study Abroad Week.

PARTNERSHIP HIGHLIGHTS

Office of Accessibility Services

- Career Center staff hosted College-to-Career, a workshop series covering resume development, job search strategies, and interviewing tips tailored for students with disabilities.
- Career Center staff partnered with the Engage 100 class for first year students with disabilities, providing an overview of accessibility in the workplace and first year career planning tips.

University Libraries

- Career Center Staff assisted Strozier Library with integrating ProfessioNole Ready into their student worker training and development program.

Veterans Center

- Career Center staff connected students with employers seeking to hire veterans, including participating employers E&J Gallo and Enterprise Rent-A-Car.
- Career Center staff hosted two Veterans Alumni Chats.

Cross-Campus Partnerships

- The Career Center partnered with CHAW to develop and deploy a badge pathway called “Fiscally Fit”, comprised of a financial literacy workshop series each semester.
- The Career Center worked with Spirit Force, a subcommittee of Homecoming, to develop the Spirit Force Leadership Development badge pathway.

CONFERENCES & PRESENTATIONS



31

**Professional
and Scholarly
Presentations**

Crowe, M. (2020, August) Professional Branding and Communication. Florida State University Postdoctoral Association Career Development Conference. Virtual Presentation.

Crowe, M. (2021, February) Highlighting Research Experience in your Graduate School Application Materials. Florida Undergraduate Research Conference. Virtual Presentation.

Dellafiora, T., Edwards, B., & Lowe, C. (2020, December) “I’m Stressed, You’re Stressed, Everybody’s Stressed”: Career Service Practitioners Coping and Supporting in an Ever-Changing Climate. Presentation given at Southern Association of Colleges and Employers Annual Conference, Virtual.

Dozier, V. C. & Hyatt, T. (2020, June). You came in to talk about your career, now let’s talk about what’s really going on. Roundtable Presentation at the National Career Development Association (NCDA) Global Conference, Virtual Presentation.

Dozier, V. C. (2021, January). Effective Strategies for Career Readiness Screening & Interventions Virtually Utilizing CIP Theory. Presentation at the 2nd Annual Spring 2021 Virtual Career Institute: Career, COVID, Cognitive Information Processing (CCC): Career Strategies to Empower Individuals with COVID Related Challenges. Virtual Presentation.

Dyer, L., Guzek, C., **Lord, T.** Medlin, M & Myers, M. (2021, February). Virtual internships: Lessons and strategies to prepare for 2021. CSM Symposium Series [Webinar].

Falco, L., Smith, C., Calhoun, B., & **Osborn, D. S.** (2020). Career Research: Challenges and Strategies in the Time of COVID. Presentation at NCDA Career Practitioner Institute, National Career Development Association. Virtual Presentation.

Futo, M. & Schiller, L. (2020, June) Confessions of a Student Coffee Chat Series: Integrating Campus Partners and Employers Into Student Programming. Moderated Roundtable Presentation given at the Florida Association of Colleges and Employers, Virtual Zoom Format.

Futo, M. (2020, June) Mutually Beneficial Student & Employer Engagement Through Virtual Mock Interviews. Presentation given at the Southern Association of Colleges and Employers Employer Relations Summit, Zoom.

Harrell, S. (2021). Benefits of Recruiting College of Engineering Students. JAXUSA Economic Development Project.

CONFERENCES & PRESENTATIONS

Hoover, M. (2020, October) Dealing with the Pandemic: Large Institution Career Services Talk. Quinnia Talks. Virtual Presentation.

Hoover, M. & Stallings, E. (2020, June). ProfessoNole Pathways and Badging Program. Presentation for the Board of Trustees meeting.

Hoover, M. Glover, J., Lofeller, L. & Gough, K. (2020, June) The Future of Career Services, Director's Panel. Presentation at Florida Association of Colleges & Employers. Virtual Presentation.

Hoover, M. (2020, November). Mentorships and ProfessoNole Mentors Program. FSU College of Fine Arts Deans Advisory Council.

Hoover, M. (2021, January). Designing Careers: The Work of Career Centers. Florida House of Representatives.

Kennelly, E. (2020, June). NACE Technology Awards Panel. National Association of Colleges and Employer. 2020 Virtual Conference.

Kennelly, E. (2020, June). NACE Technology Awards Panel. National Association of Colleges and Employer. 2020 Virtual Conference.

Kennelly, E., & Roark, K. (2020, June). Behind the Build: Designing a Low Cost Career Readiness Platform for Any Student, Anywhere. National Association of Colleges and Employers. 2020 Virtual Conference.

Kennelly, E., & Stallings, E. (2020, July). Behind the Build: Designing a Low Cost Career Readiness Platform for Any Student, Anywhere. National Career Development Association. 2020 Virtual Conference.

Lenz, J. & Kozlarek, A. (2020, June). Assessing readiness for career assistance to improve intervention effectiveness and client access to services. Roundtable Presentation at the National Career Development Association (NCEA) Global Conference, Virtual Presentation.

Osborn, D. S. (2021, January). Cognitive information processing: Theory-based understanding of, application to and strategies for career concerns in the time of COVID-19. Presentation at the 2nd Annual Spring 2021 Virtual Career Institute: Career, COVID, Cognitive Information Processing (CCC): Career Strategies to Empower Individuals with COVID Related Challenges. Virtual Presentation.

Osborn, D. S. (2021). Cognitive information processing: Theory-based understanding of, application to and strategies for career concerns in the time of COVID-19. Keynote presentation in Levette Dames (Chair), Spring 2021 Virtual Career Institute (2nd annual). North Carolina Central University, North Carolina. (Local)

Osborn, D. S., Messer, M., Reinarsman, M., & Tang, M. (presented 2020). NCEA's Publications Panel Presents and Invites Ideas for Supporting Practitioners During Pandemic. Presentation at NCEA Career Practitioner Institute, National Career Development Association, virtual. (National)

Peace, C. & Burbrink, I. (2020, June). College career course outcome research and recommendations. Roundtable Presentation at the National Career Development Association (NCEA) Global Conference, Virtual Presentation.

Pon, L. & Johns, A. (2021) Supporting Students Employees through an On-Campus or Virtual Ceremony. Presentation at CEIA 2021 Virtual conference.

Riley, M., Beck, J. & **Crowe, M.** (2021, March) GradWorld FSU. Graduate Career Consortium South East Regional Meeting. Virtual Presentation.

Schiller, L. (2020, June) Virtual Career Fairs: Best Practices. Roundtable Presentation given at the Southern Association of College and Employers Employer Relations Summit, Virtual Conference.

Scott, G. & Hennessy, J. (2021) The Balancing Act: Managing Student and Employer Engagement through a Job Shadow Program. Presentation at CEIA 2021 Virtual conference.

Scott, G. & Lowe, C. (2020, December) "Not Another Zoom: Virtual Engagement for Students and Employers": Presentation given for National Association of College and Employers (NACE) webinar series, Virtual.

Scott, G., Edwards, B and Lowe, C. (2020, September) "Career Fair and Beyond!: Engaging Employers in a Virtual Environment, Unique Programs, and Perspectives". Presentation given for Southern Association of Colleges and Employers webinar series, Virtual.



PUBLICATIONS & CITATIONS



22

**Scholarly Publications
Released Throughout the
2020-21 AY**

*Since 2011, more than 140 scholarly
publications have been produced by FSU
Career Center staff.*

Bullock-Yowell, E., & **Reardon, R. C.** (in press). Using the Self-Directed Search (SDS) in career construction counseling. *International Journal for Educational and Vocational Guidance*, IJVO-D-20-00103R1;

Buzzetta, M. E., **Lenz, J. G.**, Hayden, S. C. W., & **Osborn, D. S.** (2020). Student veterans: Meaning in life, negative career thoughts and depression. *The Career Development Quarterly*, 68(4), 361-373. <https://doi.org/10.1002/cdq.12242>

Dellafiora, T. (2020). Using Student Reflections for Program Evaluation and Growth: A How-To on Content Analysis. *Experience Magazine*, <https://experiencemag.org/using-student-reflections-for-program-evaluation-growth/>.

Dozier, V. C., Peterson, G. W., & Reardon, R. C. (2020). Career decision state and assessment of RIASEC interest structure. *The Career Development Quarterly*, 68, 186-192. doi:10.1002/cdq.12222

Hayden, S. C. W., **Osborn, D. S., Peace, C., & Lange, R.** (2021). Enhancing agency in career development via cognitive information processing theory. *British Journal of Guidance and Counseling*, 49(1), 1-29. doi:<https://doi.org/10.1080/03069885.2020.1867703>

Hayden, S. C., & **Osborn, D. S.** (2020). Impact of Worry on Career Thoughts, Career Decision State, and Cognitive Information Processing-identified Skills. *Journal of Employment Counseling*, 57(4), 163-177. doi:<https://doi.org/10.1002/joec.12152>

Hayden, S. C., & **Osborn, D. S.** (2020). Utilizing experiential learning theory to train career practitioners. *Journal of Employment Counseling*, 57, 2-13. doi:10.1002/joec.12134

Lord, T., Roark, K., Scott, G. & Pon, L. (2020, November) "A Campus Wide Transformation: Increasing Access and Reducing Barriers to Student Engagement in Experiential Learning" *NACE Journal Magazine*, <https://www.naceweb.org/career-development/internships/a-campuswide-transformation-increasing-access-and-reducing-barriers-to-student-engagement-in-experiential-learning/>

Lord, T.D., & Hollis, M.W. (2020, September 1). How to help students succeed in internships. Kendall Hunt. <https://he.kendallhunt.com/blog/how-help-students-succeed-internships>

Morgan, M. J., Langfor, Z. D., & **Osborn, D. S.** (2020). A Novel Approach to Modeling Career Decision Making. In *Proceedings of the 24th World Multi-Conference on Systemics, Cybernetics, and Informatics: WMSCI 2020. Virtual.* (International). Orlando, FL (pp. 1-6). International Institute of Informatics and Systemic.

Morgan, M. J., Jr., Wilkinson, R. T., & **Osborn, D.** (2020). Barriers to computerized career interventions in community outreach centers. *Journal of Employment Counseling*, 57(2), 85-96. doi:10.1002/joec.12139

O'Shea, J., **Hoover, M., & Hunt, J.** (in press). Increasing student access and learning in employment and internship experiences. Delivering on the promise of high-impact practices. Stylus Publishing.

Osborn, D. S., Hayden, S. C. W., & Brown, C. (2020). Cognitive Information Processing Theory: International Applications. *Career Planning Adult Development Journal*, 35(4), 4-16. Retrieved from <http://fsu.digital.flvc.org/islandora/object/fsu%3A756480>

Osborn, D., Sides, R. D., & Brown, C. B. (2020). Comparing career development outcomes for undergraduate CIP-based courses versus human relations courses. *Career Development Quarterly*, 68, 32-47. Retrieved from http://purl.flvc.org/fsu/fd/FSU_libsubv1_scholarship_submission_1556414861_35981ada doi:10.1002/cdq.12211

Reardon, R. C., Peace, C. S., & Burbrink, I. E. (2021). College career courses and instructional research from 1976 through 2019. *Scholarship of Teaching & Learning in Psychology*. Advance online publication. <https://psycnet.apa.org/record/2021-31509-001>; <https://www.growkudos.com/publications/10.1037%25252Fstl0000254/reader>

Reardon, R., Christianson, S., Coleman, R., **Dozier, C.,** Hayden, S., Leierer, S., Miller, A., & Peterson, G. (Winter 2020/2021). The Career State Inventory (CSI): Applications in practice. *Career Planning & Adult Development Journal*, 36(2), 4-15. Robert C. Reardon, Guest Editor. <https://files.constantcontact.com/56f4bf3f301/391edccc-563f-4a19-971d-b73062a2586e.pdf>; also available at http://purl.flvc.org/fsu/fd/FSU_libsubv1_scholarship_submission_1613413090_50463cd1

Ruby, T & **Sampson, J. P., Jr.** (2021) Improving public employment service delivery in developing countries: right servicing through the cognitive information processing approach, *British Journal of Guidance & Counselling*, 49:1, 90-103, DOI: 10.1080/03069885.2019.1577357

Sampson, J. P., Jr. (2021). Using research to improve theory and practice: A CIP approach. *Career Convergence Web Magazine*. https://associationdatabase.com/aws/NCDA/pt/sd/news_article/361590/_PARENT/CC_layout_details>true

Sampson, J. P., Kettunen, J., & Vuorinen, R. (2020). The role of practitioners in helping persons make effective use of information and communication technology in career interventions. *International Journal for Educational and Career Guidance*, 20, 191-208. doi:10.1007/s10775-019-09399-y

Sampson, J. P., Lenz, J. G., Reardon, R. C., Bullock-Yowell, E., **Osborn, D. S., & Peterson, G. W.** (in press). Cognitive information processing theory. In B. Walsh, L. Flores, P. Hartung, F. Leong, & M. Savickas (Eds.), *Career Psychology* (35 pages). Washington, DC: American Psychological Association.

Sampson, J. P., Osborn, D. S., & Bullock-Yowell, E. (2020). Promoting Career Choices. In S. D. Brown, & R. W. Lent (Eds.), *Career development and counseling: Putting theory and research to work* (3rd ed) (pp. 675-701). Hoboken, NJ: Wiley.

Sampson, J. P., Osborn, D. S., Bullock-Yowell, E., **Lenz, J. G., Peterson, G. W., Reardon, R. C.,** Leierer, S. J., Hayden, S. C. W., & Saunders, D. E. (2020). An introduction to CIP theory, research, and practice (Technical Report No. 62). Tallahassee, FL: Florida State University, Center for the Study of Technology in Counseling and Career Development. Retrieved from <http://fsu.digital.flvc.org/islandora/object/fsu%3A749259>

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