



FLORIDA STATE UNIVERSITY CAREER CENTER

ANNUAL REPORT

2019 - 20

ACADEMIC YEAR



FLORIDA STATE UNIVERSITY
DIVISION OF STUDENT AFFAIRS

THE CAREER CENTER

DIRECTOR'S LETTER

A Year in Review



The 2019-2020 Academic Year was an unforgettable year for Florida State University and The Career Center. Along with other universities throughout the country, we found ourselves pivoting services, programs, and ceremonies to virtual platforms to serve students, alumni, and employers because of COVID-19 shutting down campuses.

Through early and swift action and a commitment to maintaining uninterrupted student services, The Career Center became a leader among university career centers in the transition to virtual services and found ourselves providing guidance to our peers at other universities during the early stages of the pandemic. In an effort to have all of the information on our virtual services, programs, and resources in one easily accessible location, The Career Center created a Virtual Resources & Services page on its website (www.career.fsu.edu/info).

As services transitioned to virtual, so did internships for Florida State students. Engagement with employers centered on pivoting to remote experiences, identifying new opportunities, and creating alternative opportunities for students to learn skills and competencies. ProfessoNole Ready, an online professional development series that helps students master the career-ready skills employers seek in college graduates, provided students a system to complete their formative experience. The interactive activities, informative videos, and module quizzes develop students' skills in critical thinking, oral and written communication, teamwork, information technology, leadership, professionalism, and career management. This Canvas-based program, available 24/7 to all FSU students is being integrated into many courses. This program received national

recognition by the National Association of Colleges and Employers (NACE) as an honorable mention for the NACE 2020 Technology Excellence Award.

ProfessoNole Ready is just one part of the larger ProfessoNole Pathways program, launched spring 2020 to help students design their academic and co-curricular experiences to acquire new skills and competencies and build their professional portfolios. These guided pathways connect students to academic and program-specific opportunities as well as campus-wide engagement opportunities. Students earn badges to digitally showcase their skills and accomplishments to potential employers, graduate programs, alumni, and peers. Training, skill development, and badging options are available for IBM Skills Academy, Salesforce Trailhead, InsideSherpa, Microsoft Excel Master, and ProfessoNole Ready. Additional pathways and badging options are in production for 3D Printing, Financial Wellness, FSUshadow, InternFSU, Laser Cutting, Peer Ambassadors Leaders and Mentors, Virtual Reality, Sustainability Citizen, Sustainability Scholar, and Sustainability Leader.

The FSUshadow program, a one-day job shadowing experience with employers, has continued to gain national recognition as a program of distinction in career services. FSUshadow received the 2020 Best Practices Education Award from the Cooperative Education and Internship Association (CEIA). This award recognizes a higher-education program that offers creative and innovative solutions, creates a positive change in overall institutional operations, and is replicable for other institutions to adapt. Since its inception, FSUshadow has matched more than 1,200 students to a variety of shadowing experiences across the country; 24% of summer and fall FSUshadow employer hosts reported hiring or making a hiring offer to their shadowing students for either an internship or full-time position.

In fall 2019, The Career Center saw record attendance at both its all-industries career fair, Seminole Futures, and at the STEM Career and Internship Fair. Employers from the national, state, and local levels continued to use these fairs to source their talent for internships, part-time, and full-time positions. Some of these

employers and partnerships included Chevron, Amazon, Google, PepsiCo, Aldi, EY, Enterprise, Northrup Grumman, The Greater Tallahassee Chamber of Commerce, CareerSource, the Office of Economic Vitality, and Domi Station.

The Career Center's new ProfessoNole Mentors platform through Xinspire launched fall 2019. This platform allows students and alumni to connect with mentors all over the world. Mentees can seek out mentors for advice on a variety of topics ranging from working with a company to general career development advice. Currently, the ProfessoNole Mentors platform has over 1,500 active mentors and nearly 1,300 active student users.

The Career Center continued to be a leader in career services and a model for student success in 2019-2020, contributing to our field with 35 national, regional, and state conferences presentations, 13 scholarly articles and publications, and four national and university awards. In addition, The Career Center hosted international and national visitors from the U.S. Census Bureau, the U.S. State Department, Amazon, the University of the Bahamas, Wells Fargo, and numerous other visitors.

In addition to our contributions outside of the University, Florida State students continued to use The Career Center as their premiere resource for designing their careers. For the seventh consecutive year, The Career Center was the No. 1 way Florida State students found employment after graduation, according to the Graduating Senior Survey.

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 18th 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 2020-2021, 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.

Myrna P. Hoover

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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

- 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

18,880

contacts



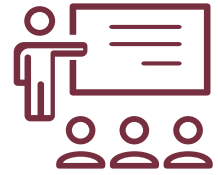
Career Outreach
Programs

40,768

attendees

1,046

programs



Career Planning Class
SDS 3340

371

students

12

sections



Job Listings &
Résumé Referrals

42,436

job listings
advertised through
Handshake



Mock
Interviews

714

interviews
conducted



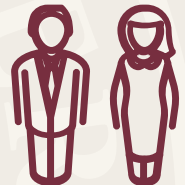
On-Campus
Recruiting

342

employers

4,617

interviews



Career
Fairs

17,194

students

1,488

employers



Internships and
Part-Time Jobs

13,173

academic internships



Career
Portfolio

1,934

new Career
Portfolios created



Garnet & Gold
Scholar Society

388

students inducted

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*	2,487	9,051	6,961	18,499
Individual Career Counseling	40	208	133	381
Total	2,527	9,259	7,094	18,880

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

2019-20 AY



2018-19 AY



2017



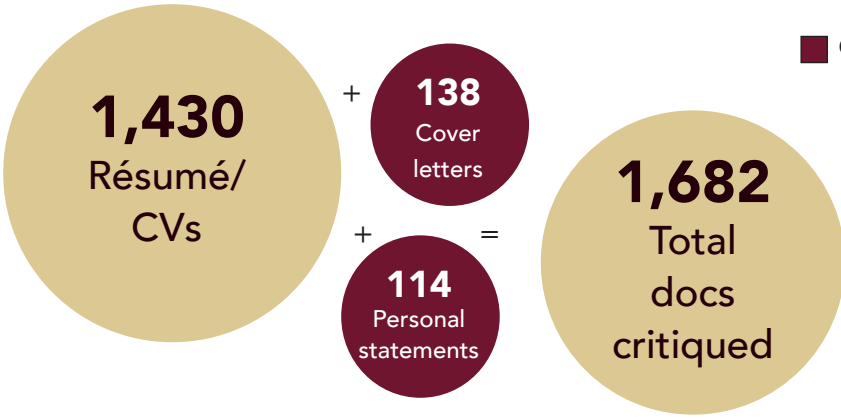
18,400+
Advising and counseling sessions

■ Career Advising ■ Individual Career Counseling

Distance Critiqued Documents

Critiqued Docs	Summer	Fall	Spring	Total
Résumé/CV	240	239	951	1,430
Cover Letter	15	18	105	138
Personal Statement	11	12	91	114
Total	266	252	1,147	1,682

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

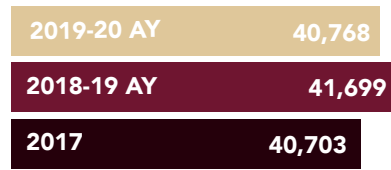


Career Outreach Programs



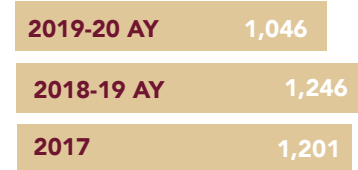
Career Outreach Programs include workshops, Career Center information sessions, orientation presentations, panels, and tablings.

Workshop Attendees



40,000+
Attendees

Workshops Held

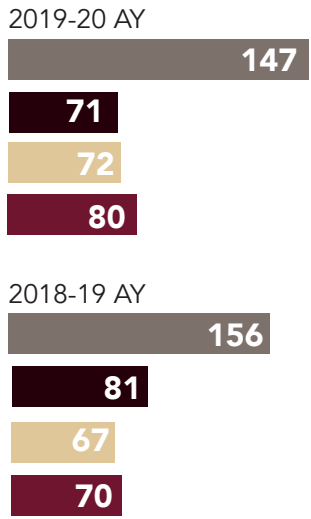
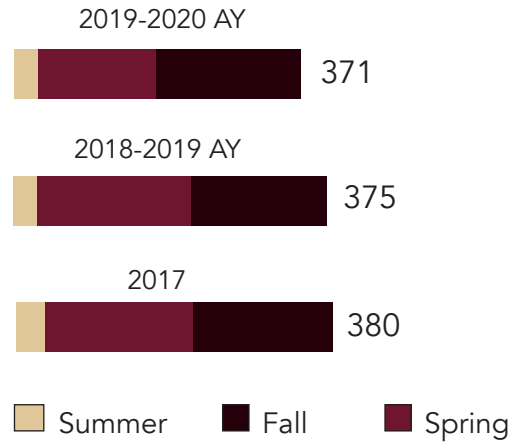


1,000+
Workshops

Class Levels

Class Level	Summer	Fall	Spring	Total	%
Freshman	4	43	33	80	18
Sophomore	3	32	37	72	18
Junior	11	36	24	71	22
Senior	28	46	73	147	42
Other	0	0	1	1	1
Semester Total	46	157	168	371	100

Semester Enrollments



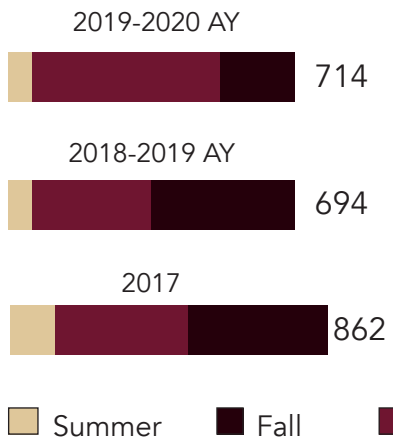
350+
Seniors
prepped for
career success

- Students directly experience more than 50 career interventions. Evidence-based and theoretically derived, these interventions are selected to support informed-wthoughtful 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.

■ Freshman ■ Sophomore ■ Junior ■ Senior

Mock Interview/Big Interview Programs

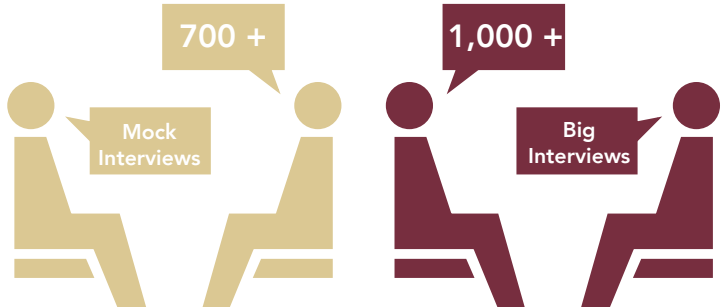
Mock Interview Participants



1,700+
Total practice
interviews

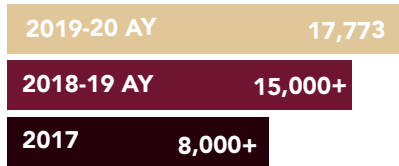
Big Interview Participants

Year	Summer	Fall	Spring	Total
2019-20 AY	55	382	648	1,085



Engagement

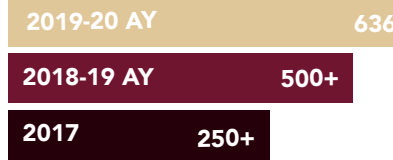
Experiential Opportunities in Handshake



17,000+

Experiential opportunities listed in Handshake

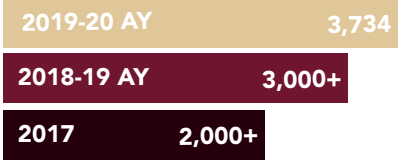
Job Shadow Participants



600+

Job Shadow Participants

Student Employment Program



3,700+

Student Employment listings

Academic Internships**



13,100+

Academic Internships

InternFSU Participants***



220+

InternFSU Students



1,300+

Mentors joined ProfessoNole Mentors

Experience Recognition Program*



1,000+

Experience Recognition Program Students

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

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

*** Fall and Spring only



Career Fair Attendance: Three-Year Comparison

2019-20 AY	11,407
2018-19 AY	10,458
2017	11,400+

11,400 +
Student attendees

2019-20 AY	1,563
2018-19 AY	1,515
2017	1,600+

1,500 +
Employers

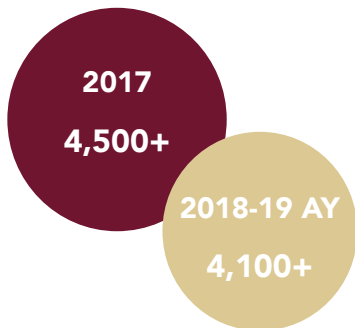
Event	Students	Organizations
Statewide Job Fair (Summer '19)	16	169
Part-Time Job Fair (Fall '19)	1,433	77
STEM Career & Internship Fair (Fall '19)	1,389	113
CEIA Virtual Career Fair (Fall '19)	28	10
Seminole Futures (Fall '19)	2,559	186
Law School Fair (Fall '19)	248	75
Graduate School Fair (Fall '19)	109	67
Graduate School Fair (FSU Departments only) (Fall '19)	107	25
College of Communication & Information Career Fair (Fall '19)*	150	39
Criminology Internship Fair (Fall '19)*	151	21
Part-Time Job Fair (Spring '20)	1,432	62
STEM Career & Internship Fair (Spring '20)	873	86
Seminole Futures (Spring '20)	1,954	158
Health Professions Fair (Spring '20)	161	35
Government & Social Services Fair (Spring '20)	162	58
Education & Library Fair (Spring '20)	177	54
SEC-ACC Virtual Job Fair (Spring '20)	266	193
SEC-ACC Job Virtual Job Fair (Spring '19)	150	75
FSU Panama City Career and Internship Fair (Formely Fast to the Future)	42	60
Interior Architecture and Design Career Shaping Day (Spring '20)	83	25
Totals	11,490	1,588

*Partnership with Academic Units



On-Campus Recruiting

On-Campus Student Interviews



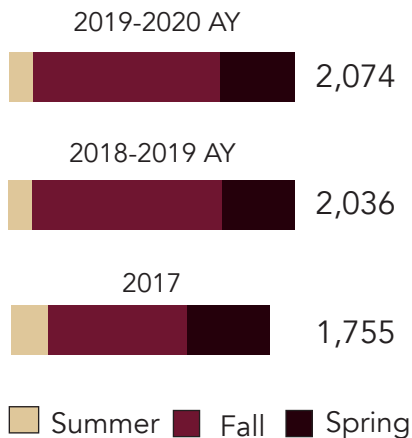
Career Services in Handshake

2019-2020 AY Job Listings in Handshake



New Career Portfolios Created

	Summer	Fall	Spring	Total
2019-20 AY	198	1,262	614	2,074
2018-19 AY	114	1,127	795	2,036
2017	166	912	677	1,755



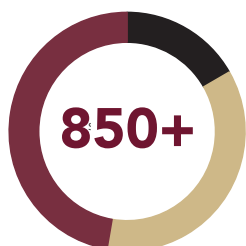
2,000 +
 Students reached

Unique Users

Since the Career Portfolio's 2002 inception, there have been **97,666** total unique users, and in the 2019-2020 Academic Year, there were **2,647** unique users.



Career Portfolio winners pictured from left to right: Alan Crutchfield (graduate student winner), Fabuola Pierre (2nd place undergrad), Richard Schonour (3rd place undergrad), Sofia Medina (third place tie), and Jennifer Magi (1st place undergrad).



Students enrolled in ProfessoNole Ready

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

Legend: Summer (light tan), Fall (maroon), Spring (dark maroon)



75+ badges during the inaugural year!



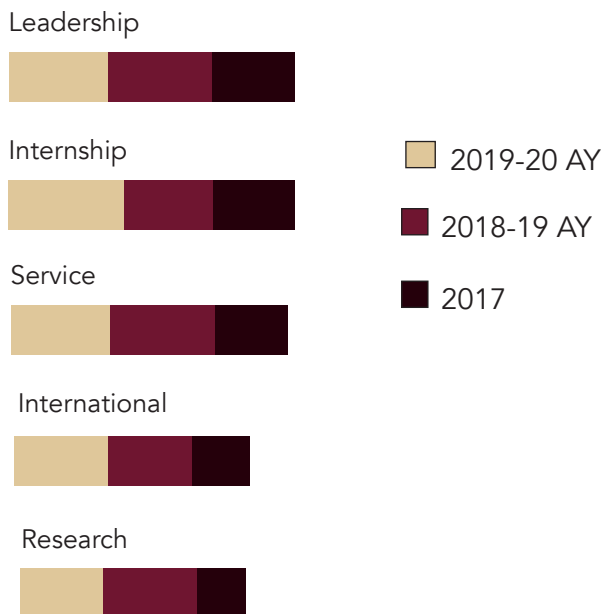
Students Inducted



1,000+ students inducted over the last three years.



Completions by Engagement Area



	2017	2018-19 AY	2019-20 AY
Leadership	204	265	239
Internship	228	263	284
Service	241	297	253
International	131	198	200
Research	105	177	185

Advising & Outreach

Student Outreach via Presentations

750+
Students reached

Student Outreach via Advising

300+
Students reached via advising



Social Media Engagement

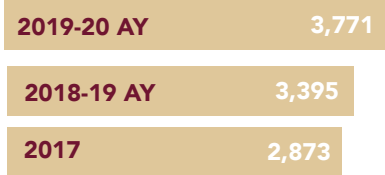
Social Media Followers by Platform



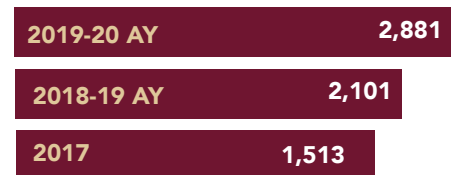
Facebook



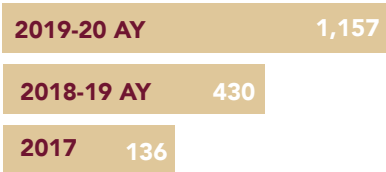
Twitter



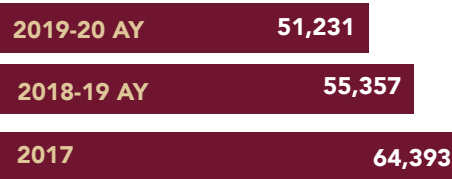
Instagram



LinkedIn



Website Views



2,300+

New followers gained in 2019-20 AY

Social Media Followers



GRADUATING SENIOR SURVEY

General Information for All Colleges

Graduating seniors were asked to complete an online survey regarding their post-graduate plans. 7,826 graduating seniors from summer 2018, fall 2018, and spring 2020 completed the survey, which represents over 92.5% 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

92.2%

Employed part-time during the FSU experience

79.2%

Participated in community service

70.2%

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

66.2%

Participated in intramural sports

30.8%

Employment Status

Seeking Employment

63%

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

800+

Law

150+

Doctoral

<100

Medicine

<100

Bachelor's

<100

Certificate

<100

Divinity

<100

Classification of Employed Students

Full-time employment

88%

Employment related directly to major

78%

Employment requires college degree

74%

Employed in Florida

68%

Employed outside of Florida

32%

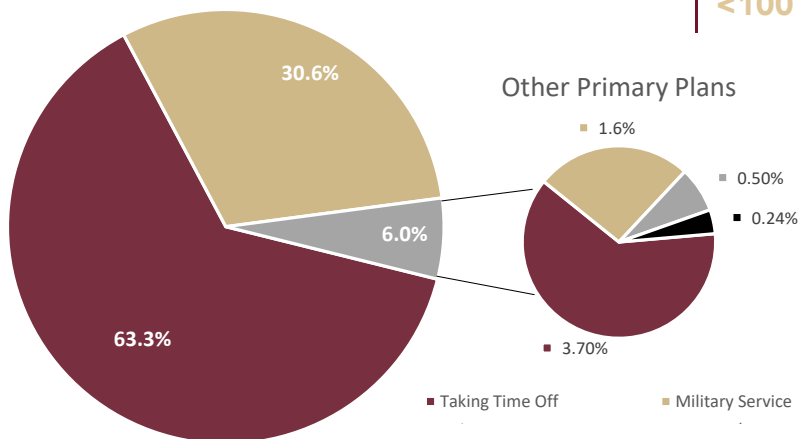
Self-employed

2%

Top 5 Graduate or Professional Schools

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

Primary Plans after Graduation



■ Employment ■ Education ■ Other

■ Taking Time Off ■ Military Service
■ Volunteering ■ Starting/Raising a Family



How Seniors Found Employment Opportunities

Career Center services



Family/Friends



Internship



Internet



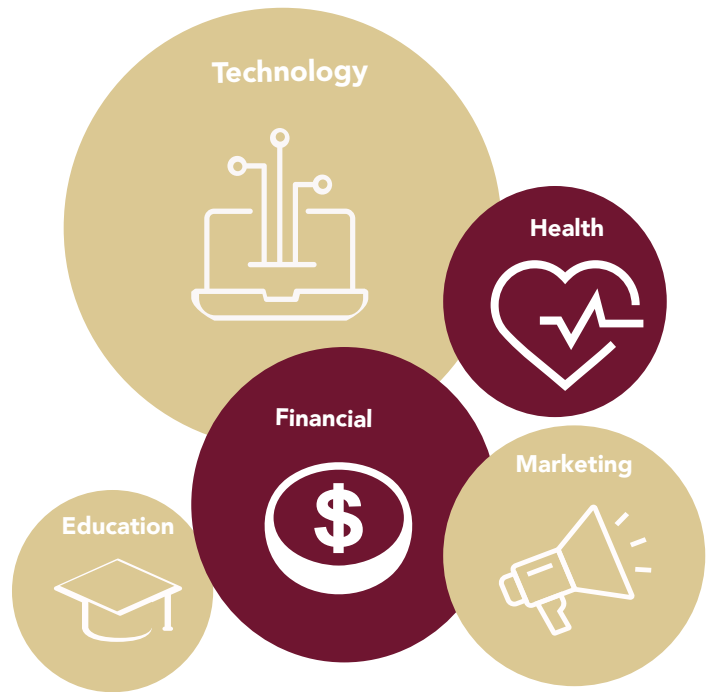
Professional Contacts



Previous Work

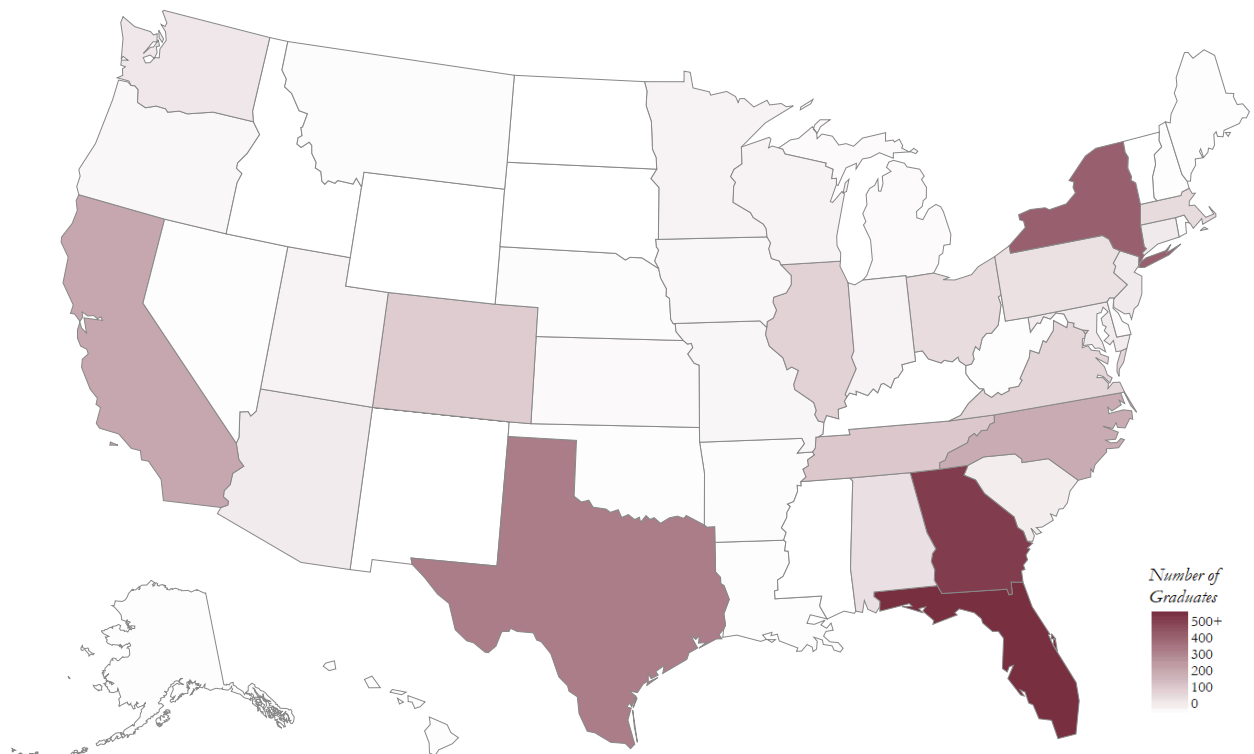


Top Five Employment Industries



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 will be living in 45 different countries and 47 states, as well as the District of Columbia.



ACCOMPLISHMENTS

COVID-19 Response: Spring 2020

From the onset of the COVID-19 pandemic, The Career Center established a Virtual Resources & Services page on its website (career.fsu.edu/info) for students and employers to find the most up to date information on Career Center programs and services. The Career Center offered the following

- Career Advising & Counseling (including drop-in advising)
- Document Reviews
- Employability Workshops & Webinars
- Employer Info Sessions
- Career Center Programs Info Sessions
- Career Liaison Advising & Drop-In Hours
- Virtual Career Fairs & Employer Résumé Drops
- Specialized Virtual Resources for Graduating Students
- Individualized guides for graduating students and current students to address issues created in their careers by COVID-19
- Mock Interviews
- Mentorship Program
- Job & Internship Searches
- Career Development & Planning Course (SDS 3340)
- Experience Recognition Program for Virtual Internships

From the start of the online instruction period (March 23, 2020) through the end of the spring semester, Career Center staff:

- Held 44 employability workshops and webinars with over 1,000 participants.
- Conducted more than 1,100 virtual advising appointments.
- Reviewed nearly 700 documents via Career Docs.
- Held a virtual Student Employee of the Year ceremony, honoring 104 nominees and 6 award recipients.
- Held a virtual Garnet and Gold Scholar Society induction ceremony to induct 316 graduates into the Garnet and Gold Scholar Society.

ProfessioNole Pathways Launched

The Career Center launched ProfessioNole Pathways, a platform to help students design their academic and co-curricular pathways to acquire new skills and competencies and build their professional portfolio. These guided pathways connect students to academic and program-specific opportunities as well as campus-wide engagement opportunities through the Division of Student Affairs. As students work their way through their chosen pathways, they are able to earn badges to digitally showcase their skills and accomplishments to potential employers, graduate programs, alumni, and peers.

ProfessioNole Ready Launched

In summer 2019, The Career Center launched ProfessioNole Ready, an online professional development series to help students develop career ready skills and earn digital badges to showcase in their e-portfolios and social media. The program features interactive activities, informative videos, and module quizzes that help students develop career action plans, career ready skills, and engage with Career Center resources, services, and programs.

Record Attendance at Seminole Futures and STEM Career & Internship Fair

In fall 2019, The Career Center saw record attendance at both its all-industries career fair, Seminole Futures, as well as at the STEM Career and Internship Fair. Attendance at the fall Seminole Futures event increased by 12% from the fall 2018 event, and by 9% from the previous fall attendance record set in 2016. The fall STEM Engineering Fair also saw growth in student participation, increasing by 4% from fall 2018 attendance.

ProfessioNole Mentors Numbers Increase

The Career Center's new ProfessioNole Mentors platform through Xinspire was launched in fall 2019. This platform has allowed students and alumni to connect with mentors all over the world. Mentees are able to seek out mentors for advice on a variety of topics ranging from working with a particular

company to general career development advice. In the 2019-2020 AY, more than 1,300 alumni, employers, and friends of FSU registered to be ProfessioNole mentors and more than 1,000 new student users joined the platform. Currently, the ProfessioNole Mentors platform has over 1,500 active mentors and nearly 1,300 active student users.

Grad School Bootcamp Attendance Increases

The annual Grad School Boot Camp event, which had 107 unique student contacts, saw a 30.5% increase in attendance from the previous year. Additionally, 186 students signed-in for workshop throughout the course of the event.

AWARDS

ProfessioNole Ready Nationally Recognized

ProfessioNole Ready was bestowed an Honorable Mention for the NACE 2020 Technology Excellence Award from the National Association of Colleges and Employers.

Grads Made Good Award

Career Center Director, Myrna Hoover, was awarded the Grads Made Good Award from the FSU Alumni Association. The award is given to FSU alumni who have made outstanding contributions in their community or chosen field.

FSUshadow Program Nationally Recognized

FSUshadow received the Best Practices Education Award from the Cooperative Education and Internship Association (CEIA). The Best Practices Award is given annually to a higher education program that offers creative and innovative solutions, creates a positive change in overall institutional operations, and is replicable for other institutions to adapt. Since its inception, FSUshadow has matched more than 1,200 students to a variety of shadowing experiences across the country. FSU students participated in a total of 302 FSUshadow experiences in summer and fall 2019. Following the FSUshadow experience, 24% of summer and fall employer hosts reported hiring or making a hiring offer to their

FSUshadow student for either an internship or full-time position. An additional 225 students were scheduled to participate in 334 FSUshadow experiences in spring 2020; unfortunately, these experiences were cancelled due to the COVID-19 outbreak.

NASPA Now Professional Recognition

Tory Dellafiora was recognized by the NASPA New Professionals and Graduate Students Knowledge Community as one of 25 emerging professionals across the country contributing to the field of student affairs; Dellafiora's designation focused on her commitment to inquiry and research.

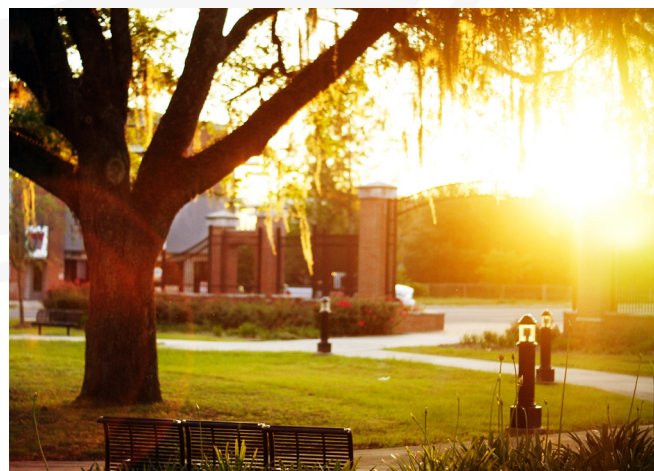
FSUshadow Selected as National Finalist

The FSUshadow program was selected as a finalist for the Career Service Excellence Award from National Association of Colleges and Employers.

Division of Student Affairs Awards

Seven Career Center Staff members were honored for their work and dedication at FSU:

Tracey Lord, Albert Einstein Award
Brittany Armstrong, Hardee Research Award
Kelly Riser, Keystone Award
Joseph Hennessy, New Employee of the Year
Michon Ashmore, Stone Soup Award
Kate Herron, Uphold the Garnet & Gold Award
William Lineberry, Silent Superlative Award



DIVERSITY & INCLUSION

Career Center staff are 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.

- **Tory Dellafiora** and **Kate Herron** attended staff Green Dot training.
- **Kate Herron** organized and coordinated Green Dot Training opportunities for other staff members as well as campus and community partners.
- **Kate Herron** organized an Allies & Safe Zones 101 training for College of Communication & Information faculty and staff to attend.
- **Brittany Armstrong, Tory Dellafiora, Briana Edwards, Krystle Graham, William Lineberry** and **Li Pon** completed Allies & Safe Zones 101 training.
- **Tory Dellafiora** and **Briana Edwards** attended Allies & Safe Zones training 201.
- **Brittany Armstrong** attended Bridging Cultures I - IV and received the Global Partner Certificate.
- **Brittany Armstrong** participated in Social Justice Ally Part I & II training.
- **Brittany Armstrong** attended the Speaking Your Customers Language training course.
- **Brittany Armstrong** attended the Conflict Communication Skills training course.
- **Tracey Lord** attended Keeping Campus Events Accessible training.
- **Briana Edwards** and **Stephanie Urbina** hosted a series of professional development - HBCU success workshops for FAMU LLC Engineering students.
- **Joshua Morgan** attended the FSU Office of Human Resources Cross-Generational Strategies training.
- **Briana Edwards** served as a panelist at the APEX: Black Career Services Pre-Conference event at 2019 SoACE.
- **Li Pon** served as moderator for the Power of We + SAA Diversity & Inclusion: Now and Then Panel.
- **Krystle Graham** attended the APEX: Black Career Services Pre-Conference at 2019 SoACE.
- **Michon Ashmore** and **Krystle Graham** completed Mental Health First Aid Training.
- **Career Center Staff** attended the FSU Student Veterans First Friday Luncheons.
- **Briana Edwards** hosted a workshop for international student job search strategies at the FAMU-FSU College of Engineering.
- **Briana Edwards** and **Stephanie Urbina** served as facilitators in the Multicultural Leadership Summit.
- **Brittany Armstrong** updated experiential learning program applications to provide avenues for students to indicate their personal pronoun preference so this could be reflected when staff communicate with students.
- **Briana Edwards** was invited to speak to FAMU Engineering students within the FAMU Engineering LLC to prepare 42 students for the BEYA 2020 Conference - Black Engineering.



- **Tracey Lord, Brittany Armstrong, and Kate Herron** participated in the ACIREMA training provided by The Center for Global Engagement to take part in a simulation of international students' experiences as they navigate the process of studying in the United States.
- **Scott Maynard, Coleman Carlisle, and Lindsay Schiller** attended the College of Business Diversity in Leadership Day Executive Panel.
- **Dr. Casey Dozier** served on the Diversity Initiatives and Cultural Inclusion Committee with the National Career Development Association for the past two years.
- **Erica Stallings** attended the Association for Multicultural Counseling and Development webinar: School Counselors' Effort to Advocate for Mental Health Disparities.
- **Erica Stallings** attended the webinar, "Examining Bias, Power, and Privilege," presented by the Association for Counselor Education and Supervision.
- **Erica Stallings** participated in the National Association of Colleges and Employers (NACE) Liberal Arts and Hispanic Serving Institution Affinity Groups, as a larger part of the NACE Diversity and Inclusion Taskforce.



ADDITIONAL HIGHLIGHTS



Eryn Jones, Lindsay Schiller, Megan Crowe, and Rebecca Lovett attended the Department of Business & Professional Regulation's 2020 Celebrating Women in Business conference.

Tracey Lord served as a judge for the Career & Technical Award Category for The Best & Brightest Awards, a program of World Class Schools of Leon County, Inc. an affiliate of the Greater Tallahassee Chamber of Commerce.

Leah Egezeino and Megan Crowe attended the Statewide Job Fair and day-after meetings with other Florida institutions.

Career Center Staff attended the Southwestern Advantage Sales Training School.

Briana Edwards served as a judge in the First Year Engineering Course presentation competition.

Cathy Barrios represented The Career Center at the first two live virtual Spring 2020 FSU College of Arts & Sciences Graduation Send-off events for undergraduate and graduate students.

Tracey Lord's "Making Your Internship Count" book was celebrated as part of the 10th Annual FSU Authors Day reception.

Li Pon was invited to serve on the 2020 Southern Association of Student Employment Administrators (SASEA) Regional Student Employee of the Year Committee.

Erica Stallings served on the National Career Development Association awards committee.

Eryn Jones served as the Content Coordinator for the Assessment & Data Analytics Knowledge group with the Southern Association of Colleges and Employers (SoACE).

Briana Edwards served on the Employer Relations Knowledge Group as a Program Coordinator for Webinars in SoACE.

Briana Edwards served as a SoACE Communications & Marketing team member for SLACK.

Briana Edwards and Rebecca Lovett attended and completed the Noles Professional Institute through the Division of Student Affairs.

Michon Ashmore and Jen Harshner served on the Healthy Campus 2020 Sexual Health Team.

Tracey Lord served on the GAP Year Fellows Selection Committee through the Center for Undergraduate Research and Academic Engagement.

Megan Crowe served as a preliminary round judge for The Graduate School's 3MT™ Competition.

Brittany Armstrong completed the Customer Service Certificate Training Program.

Megan Crowe served as a preliminary round judge for The Graduate School's Masters in Four Competition.

Briana Edwards served as a volunteer for the Office of Investigations & Assessment (I&A), assisting with investigating allegations of misconduct by recognized student organizations (RSOs) at Florida State University.

Emily Kennelly served as a member of the planning committee for the Division of Student Affairs Mid-Managers' Institute.

Li Pon and Geneva Scott were invited facilitators for the Division of Student Affairs Noles Professional Institute.

Jen Harshner, Emily Kennelly, and Eryn Jones tabled at Tallahassee Community College's FSU Day event, informing TCC students about Career Center events and services, and providing career development resources.

Myrna Hoover, Leslie Mille, Casey Dozier, Brittany Armstrong, Heather Scarboro, Sarah Pearson, and Briana Edwards attended FSU's the Stop the Bleed training course.

Li Pon and Brittany Armstrong participated in training with the FSU Foundation for their FS4U system and integrated use of the system for the Career Center's Internship Fund.

Kyle Roark and Brittany Armstrong participated in training with the Registrar's Office on class scheduling to improve processes for the Experience Recognition Program.

Sherica Holston, Brittany Armstrong, Kelly Riser, Martha Skipper, and Sarah Pearson participated in training with the Procurement Contracts Office to utilize the Contract Module through Spearmart in order to centralize contracts run through the Career Center.

Career Center Staff members attended the public speaking workshop facilitated by Mark Zeigler, Teaching Professor in the FSU School of Communications.

Career Center Staff attended various sessions of the DSA Executive in Residence Program with speaker Dr. Ainsley Carry to learn about new trends and discuss issues in the field of Higher Education.

Career Center Staff members attended the "Supervising Higher Education Graduate Students" professional development session hosted by the Division of Student Affairs.

Kyle Roark and Li Pon completed the Division of Student Affairs Mid-Managers' Institute.

Emily Kennelly was selected to join the University's Advance Leadership Development Program (ALDP), a training certificate program designed to foster growth and development of administrative and academic leaders and emerging leaders at FSU.

Erica Stallings spoke with WCTV's Emma Wheeler on the employment landscape for students graduating in 2020, and the virtual resources, programs, and services available to students and community members through The Career Center.

Emily Kennelly and Kyle Roark participated on a panel of experts on the WFSU broadcast overviewing the importance of career ready competencies, which featured the Career Center's signature program, ProfessoNole Ready.

Megan Crowe represented The Career Center at the Southeast Regional Meeting for the Graduate Career Consortium.

Megan Crowe developed modules for Graduate ProfessoNole Ready, set to launch in Fall 2020.

Myrna Hoover served on the University-wide Strategic Planning Committee.

Myrna Hoover served as Vice Chair of Capital Regional Medical Center Board of Trustees.

Myrna Hoover 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.

Janet Lenz served on the editorial board for the Career Development Quarterly journal.

Career Center Staff published the first edition of the Making Your Internship Count workbook.

Grants or Financial Awards

- ProfessoNole Mentors received \$10,000 from the Student Tech Fee to launch on a new platform.
- Received two \$500 grants from the Family Connection Council to support the Internship Fund
- Received \$2,000 from Enterprise to support the ProfessoNole Clothing Closet

\$13,000

In grants and financial awards received

Career Center Staff served on the Experiential Learning Task Force, chaired by the Liberal Studies Office and each university subgroup: **Myrna Hoover** served on the Marketing/Fund-Raising Administrative Subgroup, Tracey Lord is chairing the Internship/Career Practice Subgroup and serving on the Structures/Procedures and Data & Assessment Administrative Subgroup, **Li Pon** and **Brittany Armstrong** served on the Equity & Access Administrative Subgroup as well as the International Practice Subgroup, **Geneva Scott** served on the Leadership/Service Learning Practice Subgroup, and **Kyle Roark** served on the Data & Assessment Administrative Subgroup.

Tracey Lord partnered with the Office of Financial Aid's Federal Work Study program on a winter initiative to connect 300 non-working Federal Work Study eligible students with on-campus employment opportunities.

Erica Stallings co-chaired a committee in partnership with Undergraduate Studies, Office of the Provost, and Division of Student Affairs stakeholders to develop a co-curricular pathways framework and nine ProfessoNole Ready competencies.

Tracey Lord served a second term as the Vice President of the Cooperative Education network also serving on the Nominations Committee, Audit Committee and Virtual Annual Conference Task Force for the Cooperative Education & Internship Association.

Leslie Mille served on the FSU College of Education Alumni Advisory Council.

Brittany Armstrong attended the Working with You is Killing Me training course.

Career Center Staff attended the "Generation Z: Are We Prepared for Them?" presentation sponsored by the Division of Student Affairs.



PARTNERSHIP HIGHLIGHTS

College of Arts and Sciences

Liaisons: Cathy Barrios, Krystle Graham, & Alexis Fraites

Career Center Staff partnered with Dr. Molly Hand, the Editing Writing and Media Internship Director, to organize the third-annual English Career Networking event where more than 18 employers offering spring semester positions in communications, writing, editing and media were invited to network with students in the English Department.

Career Center Staff partnered with the Actuarial Science Program (Dr. Steve Paris) and the Future Seminole Actuaries to hold the Actuarial Science Networking Event. More than 20 employers (with more than 30 representatives in attendance) discussed internships and full-time positions with 157 students who attended the event. Fifteen employers conducted over 160 day-after interviews in 20 interview rooms with students on the third floor of the Dunlap Success Center.

Career Center Staff hosted a Virtual Pre-Health Resources workshop, which was promoted in conjunction with the College of Arts & Sciences Biological Sciences, Psychology, and Neuroscience programs, the College of Human Sciences and the College of Medicine's Interdisciplinary Medical Sciences and attended by 45 students.

College of Business

Liaisons: Coleman Carlisle & Lindsay Schiller

Career Center Staff partnered with the Risk Management and Insurance Department to host on-campus interview days for both fall and spring Insurance Days, holding 350 interviews for 149 unique students in the fall and 383 interviews for 132 unique students in spring.

Career Center Staff partnered with the FSU Real Estate Center to facilitate Speed Connection Networking at the Real Estate TRENDS Conference for 180 student and employer participants.

Career Center Staff collaborated with Kawana Johnson and Alex Massey for the College of Business's Internship Week to moderate the College



of Business Internship Week Panel and to participate in the Internship Resource Fair.

College of Communication and Information

Liaison: Kate Herron

Career Center Staff spoke at the CCI Leadership Council Board Meeting to discuss ways to engage with current FSU students with no cost/low-time commitment with an emphasis on two Career Center programs: FSUshadow and Professionole Mentors.

Career Center Staff partnered with COM: Careers in Communication to integrate Professionole Ready into the classroom as an extra-credit option for students to complete.

College of Criminology and Criminal Justice

Liaison: Kevin Pierce

Career Center Staff presented a résumé/cover letter workshop to Lambda Alpha Epsilon, the College of Criminology and Criminal Justice Fraternity, tailored for students who were pursuing a career in law enforcement.

Career Center Staff partnered with the College of Criminology and Criminal Justice and to co-host the 2019 Criminology Internship Fair, connecting employers and students for a variety of career opportunities.

College of Engineering

Liaison: Briana Edwards

Career Center Staff partnered with the FAMU Career Center, FSU Center for Global Engagement, FAMU International Student Office, and employers to facilitate a series of workshops for STEM students at the STEM Career and Internship Fair, with 119 participants.

Career Center Staff partnered with the Student Engineering Leadership Board to host a series of pre-STEM Fair workshops with more than 200 students in attendance.

College of Education

Liaison: Kyle Roark

Career Center Staff partnered with the College of Education to host the first virtual Education and Library Career Fair, which was attended by 177 FSU students and 235 individuals overall.

Career Center Staff partnered with the Sports Management Student Association to host the Business of Sports Career Panel.

College of Fine Arts

Liaison: Tory Dellafiora

Career Center Staff collaborated on the third-annual Career Shaping Day for the Department of Interior Architecture and Design. The day's events included an evening mixer, alumni recognition, industry professionals panel, and an internship/job fair.



College of Human Sciences

Liaison: Michon Ashmore

Career Center Staff partnered with pre-health advisors in the FSU College of Medicine to present a series of workshops on 'Pre-Health Professions 101/202' to more than 170 students.

Career Center Staff partnered with the College of Human Sciences Academic Affairs department to present First Time in College and Upper Division Transfer orientation information to incoming FSU students.

Career Center Staff partnered with pre-health advising in the FSU College of Medicine to present College Networking orientation sessions to incoming FSU students.

Career Center Staff partnered with faculty in the College of Human Sciences to bring a Tallahassee Memorial Healthcare human resources representative to speak to ATR 1800 (Introduction to Athletic Training) students about experiential learning opportunities at the hospital.

Dedman School of Hospitality

Liaison: Heather Scarboro

Career Center Staff presented to the Communication in Hospitality course (HFT 3242) both the fall and spring semesters on résumés, cover letters, and Career Center services.

Jim Moran College of Entrepreneurship

Liaisons: Scott Maynard & Lindsay Schiller

Career Center Staff partnered with Entrepreneurship Internship classes to develop a "Career Readiness" program that included modules from ProfessionNole Ready and Big Interview.

Career Center Staff were guest speakers on job seeking during COVID-19 with Mark McNees.

College of Law and Pre-Law Advising

Liaison: Megan Crowe

Career Center Staff partnered with the FSU College of Law to host a Pre-Law Admission Panel with admission representatives from University of Florida, FSU, University of Miami, and Ave Maria law programs.

Career Center Staff partnered with the FSU College of Law Career Services team to facilitate a workshop on utilizing LinkedIn and helping students use LinkedIn in their job search.

College of Motion Picture Arts

Liaison: Kate Herron

Career Center Staff met with key Motion Picture Arts staff and faculty to discuss ways to partner and how The Career Center can support the College's mission.



College of Nursing

Liaison: Dr. Casey Dozier

Career Center Staff hosted virtual workshops and virtual mock interviews during COVID-19 for College of Nursing students to fulfill class requirements, prepare for job interviews, to develop a Career Portfolio, and learn about additional Career Center resources available to them.

Career Center Staff attended a Nurse Residency Symposium in September 2019 to coordinate with employers encouraging them to attend the Health Professions Fair and participate in recruiting events on-campus throughout the semester.

Panama City/ College of Applied Studies

Liaison: Leah Egezeino

Career Center Staff co-hosted Résumé Cafe at the Panama City campus in collaboration with Gulf Coast State College and Career Source Gulf Coast. Ten student attendees and six employer representatives from Naval Surface Warfare Center, Bay District Schools, First Service Residential, Nike, Waffle House, Sheraton Panama City Beach, and Harley-Davidson of Panama City participated.

Career Center Staff co-hosted the FSU Panama City Career & Internship Fair at the Panama City campus in collaboration with Gulf Coast State College career services and Career Source Gulf Coast, facilitating connections for employment and internship opportunities between 60 employers, 42 FSU students and 111 community members and/or students from other institutions (153 total).

College of Music

Liaison: Tory Dellaflora

Career Center Staff partnered with the College of Music Parents' Weekend to offer two sessions related to career development: "What Can My Child Do With a Music Degree?" and a "Expert Connections Panel."

College of Social Sciences and Public Policy

Liaison: Rebecca Lovett

Career Center Staff partnered with the Interdisciplinary Social Science program to plan and facilitate an alumni networking evening with a career panel and casual networking.

Career Center Staff coordinated with the Master's of Applied American Politics and Policy Program to plan the third-annual "Lobbying Networking Night" comprised of 11 lobbying professionals who shared their insights and advice with students through a panel and roundtable networking sessions.





sessions to assist Exploratory students in choosing a major. The sessions engaged 242 students, a 10.5% increase in attendance over fall 2018's student engagement of 219 students. Additionally, Pizza & a Major hosted 21 academic departments during the Major Exploration session.

Career Center Staff hosted a Major ≠ Career panel and networking session for 18 exploratory students with five panelists from various industries, including business and education.

College of Social Work

Liaison: Emily Kennelly

Career Center Staff partnered with the College of Social Work to support student check-in at the Social Work Agency Fair with 150 students in attendance.

Graduate School

Liaison: Megan Crowe

Career Center Staff partnered with the Graduation Planning & Strategies Office to host a series of workshops supporting Degree in Three and More in Four students.

Career Center Staff partnered with the Office of Graduate Fellowships and Awards to facilitate a series of workshops on professional development.

Honors, Scholars, & Fellows

Liaison: Tracey Lord

Career Center Staff partnered with the Honors, Scholars & Fellows Alumni and Student Engagement Director to utilize the ProfessioNole Mentors Program and connect program alumni with current students for mentorship.

Career Center Staff partnered with the Office of National Fellowships to coordinate and plan the U.S. Foreign Officer Careers Event with the U.S. Department of State Diplomat in Residence and the USAID Development Diplomat in Residence to provide information on careers in the foreign service.

Advising First/Undergraduate Studies

Liaison: Erica Stallings

Career Center Staff, in partnership with Exploratory and Advising First, hosted three Pizza & a Major

Alumni Association

Liaison: Leslie Mille

Career Center Staff created a marketing piece to share information with alumni, employers, and friends of FSU on how to support students in their career. This was distributed to current members of the DSO Boards (Alumni Association, FSU Foundation, Seminole Boosters, Ringling Museum Foundation, and FSU Real Estate Foundation) as well as all members of the FSU Alumni Association.

Career Center Staff participated in the Alumni Association's "Webinar Wednesday" to highlight alumni career services and ways in which alumni can assist current students in a virtual environment.

Athletics Department

Liaisons: Geneva Scott & Leslie Mille

Career Center Staff partnered with the Athletics Department to plan the 2nd annual Student-Athlete Engagement Social event with hiring employers offering internships and full-time opportunities.

Career Center Staff partnered with the Athletics Department on an Employer Mix & Mingle event with student-athletes.



Center for Academic Retention and Enhancement

Liaison: Joshua Morgan

Career Center Staff conducted outreach in partnership with CARE and Insomnia Cookies, providing career advising and resources to over 100 first-generation college students during three separate tabling events.

Career Center Staff conducted a personal statement workshop for CARE students and related staff, discussing the importance of organizational culture research and matching self-knowledge with options knowledge.

First Year Outreach/Orientation

Liaison: Eryn Jones

Career Center Staff partnered with New Student and Family Programs to host two Career Center and Pre-Law tables, engaging 35 students and their families.

Career Center Staff collaborated with New Student and Family Programs to host an incoming CARE student pre-law orientation for 25 students.

Career Center Staff presented to 9,972 students and family members at 93 first time in college (FTIC) and upper division transfer (UDT) orientation sessions, providing an overview of Career Center services and programs.

Freshman Interest Groups & Living Learning Communities

Liaison: Jen Harshner

Career Center Staff partnered with the Freshman Interest Groups to offer workshops related to experiential learning, résumé development and Career Center resources.

Career Center Staff partnered with Living Learning Communities and Dorman Hall to put on an event related to interviewing preparation and practice.

Office of Accessibility Services

Liaison: Emily Kennelly

Career Center Staff partnered with the Office of Accessibility Services to coordinate efforts for the Workforce Recruitment Program, a recruitment and referral program that connects federal and private sector employers nationwide with highly motivated college students and recent graduates with disabilities.

Veterans Center

Liaison: Kevin Pierce

Career Center Staff partnered with the Veterans Student Union and presented a workshop to student veterans on understanding how to use LinkedIn and Handshake.

Career Center Staff partnered with the Student Veterans Center to host the monthly First Friday Veterans Luncheon, inviting employers to connect with FSU students veterans over lunch. Participating employers included the FBI, the U.S. State Department, Northwestern Mutual, Auto Owners Insurance, Enterprise, Koch Industries, the Tallahassee Police Department, and the Tallahassee Chamber of Commerce.

Cross-Campus Partnerships

Career Center Staff partnered with the Innovation Hub to design and launch a micro-credentialing pathway in ProfessoNole Pathways, accessible by all students, resulting in three badges: 3D Printing, Circuits and Robotics, and Virtual Reality.

Career Center Staff collaborated with Sustainable Campus to develop a multilevel Sustainable Leaders badging pathway.



PRESENTATIONS



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Professional and
scholarly
presentations

Brown, C. & Miller, M. (June 2019). Making sense of career concerns through integration of Cognitive Information Processing and other career theories. Roundtable presentation given at the Global Career Development Conference, Houston, TX.

Crowe, M. & Peterson, S. (2020, June). Tell Us What You Need: Utilizing Focus Groups and Guided Surveys to Engage Graduate Students with Career Services. Planned presentation for NCDCA Annual Conference, Minneapolis, MN. Cancelled due to COVID-19.

Dellafiora, T. (2020, January). The content (analysis) of character: Evaluating student reflections in high-impact practices. Concurrent session presented at the Jon C. Dalton Institute on College Student Values, Tallahassee, FL.

Dizor, C. (2020, January). Preparing spiritual and religious students for the secular workplace. Oral presentation at the 2020 Jon C. Dalton Institute on College Student Values, Tallahassee, FL.

Dozier, V. C., Lenz, J., Murphy, D. H., & Peace, C. (2019 June). Effective career course interventions to navigate lifelong career decisions. Roundtable presentation given at the Global Career Development Conference, Houston, TX.

Dozier, V. C., Lenz, J. G., Murphy, D. H., Peace, C. (2019, June). Effective career course intervention to navigate lifelong career decisions. Roundtable presentation at the National Career Development Association Global Conference, Houston, TX.

Edralin, C. (June 2019). The relationship among personality factors, negative career thoughts, and profile elevation. Roundtable presentation given at the Global Career Development Conference, Houston, TX.

Edwards, B. & Graham, K. (2019, December). Going global in STEM: Career search resources for international students. Presented at 2019 SoACE Annual Conference, Memphis, TN.

Edwards, B. & Haynes, V. (2019, December). The Marathon continues: Mentors, coaches, and sponsors passing the baton. Presented at 2019 SoACE Annual Conference, Memphis, TN.

Edwards, B., Haynes, V., & Poland, K. (2019, December). It takes a village: Supporting multicultural and first generation college students through collaborative initiatives and programming. Presented at 2019 SoACE Annual Conference, Memphis, TN.

Gough, K, Glover, J., **Hoover, M.,** & Loeffler, L. (March 2020). Career Services Today. Panel Discussion at Florida Board of Governors Meeting, Orlando, FL.

Harper, A., **Lord, T.** & True, M. (2020, April). Pivoting During a Pandemic: Best Practices for Virtual Internships. Cooperative Education & Internship Association Virtual Annual Conference. [Webinar].

Hayden, S. & **Osborn, D.** (2019 June). Integrating emotions and thoughts in career services via Cognitive Information Processing theory. Roundtable presentation given at the Global Career Development Conference, Houston, TX.

Hyatt, T., **Stallings, E., Connelly, E., & Shepherd, L.** (2019 June). Career Counseling and mental health: How they intersect and how we intervene. Roundtable presentation given at the Global Career Development Conference, Houston, TX.

Kettunen, J., **Sampson, J. P.,** & Vuorinen, R. (2019 June). Social media competence - from delivering information to co-careering. Presentation given at the Global Career Development Conference, Houston, TX.

Lee, V., **Pon, L.,** Blesso, J., & Cornwell, K. (June 2019). The internship investment: Increasing the accessibility of unpaid internships. Roundtable presentation given at the Global Career Development Conference, Houston, TX.

- Lord, T.** (2019, September). Strategies for Submitting CEIA Award Nominations. Cooperative Education & Internship Association. [Webinar].
- Lord, T., & Pon, L.** (2019, July). Lunch & Learn: Internships 101. Greater Tallahassee Chamber of Commerce. Tallahassee, FL.
- Lord, T., & Pon, L.** (2019, October). University Best Practice: Engaging & Guiding Employers for Launching and Revitalizing Successful Internship Program. Cooperative Education & Internship Association. [Webinar].
- Maynard, S.** (2019 September) Benefits of partnering with your local Chamber of Commerce or Economic Development Authority. National Association of Colleges and Employers. [Webinar].
- Maynard, S.** (2019, Summer) Talent Lives Here: Recruiting and retaining talent at the local level. Presented at Tallahassee Chamber of Commerce Talent Forum, Tallahassee, FL.
- Maynard, S.** (2020 February). Finding and Retaining Talent in the Tech Industry. Panel Discussion at TALL Economic Impact Across the Ages Conference, Tallahassee, FL.
- Maynard, S. & Mille L.** (2020 April) Bridging the Gap: Addressing Challenges of Unemployment and How Alumni Can Help Recent Graduates. FSU Alumni Association [Webinar]
- Mille, L. & Mills, B.** (2019, December). The Essential Relationship Between Alumni Offices & Career Centers. Roundtable session at 2019 SoACE Annual Conference, Memphis, TN.
- Morgan, M. & Seybold, M.** (2019 June). How to help when they're hopeless: Career counseling for suicidal clients. Roundtable presentation given at the Global Career Development Conference, Houston, TX.
- Osborn, D.,** Brown, C., & Morgan, M. (June 2019). Computer-assisted career guidance systems: Student expectations, experiences and career-related outcomes. Roundtable presentation given at the Global Career Development Conference, Houston, TX.
- Schiller, L.** (2020, March). Choosing A New Adventure: Alternate Major & Career Navigation. Concurrent session presented at annual meeting of Region 4 National Academic Advising Association, Tampa, FL.
- Sibbitt, L. & Coleman, R.** (2019 June). Overcoming obstacles: Best practices for engaging graduate students in their career development. Roundtable presentation given at the Global Career Development Conference, Houston, TX.
- Sides, R. & Brown, C.** (June 2019). May the course be with you: Utilizing career education to guide undergraduates through obstacles. Roundtable presentation given at the Global Career Development Conference, Houston, TX.
- Sides, R. & Peace, C.** (2019 June). Home field advantage: emphasizing cultural strengths in student athletes. Roundtable presentation given at the Global Career Development Conference, Houston, TX.
- Venable, M. & **Osborn, D.** (2019 June). Share and share alike: Peer-recommended tech tools that bridge the distance in career development. Presentation given at the Global Career Development Conference, Houston, TX.

PUBLICATIONS



13

Scholarly
articles published
throughout the
2019-20 AY

Dozier, V. C. (2019). The Self-Directed Search assessment: Can it really help my clients? [Blog]. Retrieved from <https://careerwise.ceric.ca/2019/11/25/the-self-directed-search-assessment-can-it-really-help-my-clients/#.XiH-0chKi70>

Dozier, V. C., Osborn, D., Kronholz, J., Reardon, R. C., & Peterson, G. W. (2019). The effect of the Online Self-Directed Search on the career decision state. *Canadian Journal of Career Development*, 18 (2), 48-62. Available at <http://cjcdonline.ca/download/the-effects-of-the-online-self-directed-search-on-the-career-decision-state/>

Galles, J. A., **Lenz, J. G., Peterson, G. W., & Sampson, J. P., Jr.** (2019). Mindfulness and decision-making style: Predicting career thoughts and vocational identity, *The Career Development Quarterly*. <https://doi.org/10.1002/cdq.12164>

Kettunen, J., & **Sampson, J. P.** (2019). Challenges in implementing ICT in career services: Perspectives from career development experts. *International Journal of Educational and Vocational Guidance*, 19, 1-18. Retrieved from <http://dx.doi.org/10.1007/s10775-018-9365-6> doi: [https://doi.org/10.1007/s10775-018-9365-](https://doi.org/10.1007/s10775-018-9365-6)

Lenz, J. G., & Dozier, V. C. (2019). Career Assessment in Research & Program Evaluation. In Stoltz, K. B. & Barclay, S. R. (Ed.), *A Comprehensive Guide to Career Assessment*. National Career Development Association. Retrieved from https://www.ncda.org/aws/NCDA/pt/sd/product/11018/_PARENT/layout_products/false

Lenz, J., Dozier, V. C., & Reardon, R. C. (2019). *Instructor's manual for Career Development and Planning: A comprehensive approach (6th ed.)*. Dubuque, IA: Kendall Hunt.

Lord, T. & Hollis, M. (2019). *Making Your Internship Count*. Dubuque, IA: Kendall Hunt.

Osborn, D. S., Dozier, V. C., Bullock-Yowell, E., Hayden, S. C. W., & **Sampson, J. P.** (2019). Cognitive information processing theory: Applying theory and research to practice. In Nancy Arthur, Roberta Neault, & Mary McMahon (Eds.), *Career theories and models at work: Ideas for practice* (pp. 295-306). CERIC: Toronto, Canada.

Osborn, D. S., Dozier, V. C., Bullock-Yowell, E., Hayden, S. C. W., & **Sampson, J. P., Jr.** (2019). Cognitive information processing theory: Applying theory and research to practice. In Nancy Arthur, Roberta Neault, & Mary McMahon (Eds.), *Career theory and models at work: Ideas for practice*. CERIC. Retrieved from <https://ceric.ca/publications/career-theories-and-models-at-work-ideas-for-practice/>

Osborn, D. S., Dozier, V. C., Peterson, G. P., Bullock-Yowell, E., Sunders, D. E., & **Sampson, J. P.** (2019). Cognitive information processing theory: Applications of an empirically based theory and interventions to diverse populations. In Arthur, N., & McMahon, M. (Eds.), *Contemporary theories of career development: International perspectives* (pp. 61-77). New York, NY: Routledge.

Reardon, R. (2020, January 5). Overview of an Information Seeking Behavior (ISB) Project: "Exploring Career Options." Retrieved from http://purl.flvc.org/fsu/fd/FSU_libsubv1_scholarship_submission_1586202333_53125ef6

Reardon, R. C., Lenz, J., Peterson, G., & Sampson, J. P., Jr. (2019) *Career development and planning: A comprehensive approach (6th ed.)*. Dubuque, IA: Kendall Hunt.

Sides, R., Peace, C., & Knipping, A. (2020, March). Home Field Advantage: Emphasizing Cultural Strengths in Student-Athletes. *NCDA Career Convergence Web Magazine*. Retrieved from https://associationdatabase.com/aws/NCDA/pt/sd/news_article/283720/_PARENT/CC_layout_details/true

VISITORS



Director of the **United States Census Bureau**, Steven Dillingham, visited The Career Center to collaborate on recruiting students for full-time and part-time positions with the **U.S. Census**.

Teach for America visited The Career Center to engage with students and discuss diversity and inclusion hiring initiatives for the upcoming year.

The **U.S. State Department** Diplomat in Residence visited The Career Center to engage with Humanities and Modern Languages and Linguistics students to discuss promoting internship and job opportunities.

The **FSU Reading and Writing Center** Director visited The Career Center to discuss promoting services to students.

The **Dow Jones News Fund** visited The Career Center to engage with students on campus and discuss recruitment strategies.

The **University of South Carolina's Career Center** visited The Career Center to discuss career counseling training.

Keaton Perspectives visited The Career Center to discuss their expanding business, organizational structure, and recruitment of new interns.

Ambassador Entertainment Group and **Supremacy Films** visited The Career Center to learn about industry trends, best practices, regional differences and experiential learning opportunities in the

entertainment and film industry.

Amazon Corporation visited The Career Center to tour the facilities and review student access.

Career Center Staff provided a tour, overview, and Q&A Session to the **FSU Office of Admissions**.

Stryker visited The Career Center to discuss opportunities in Florida.

The **United States Postal Service** visited The Career Center to discuss opportunities in the Tallahassee office.

Amazon Corporation visited The Career Center with FAMU-FSU College of Engineering representatives and discussed opportunities for engagement.

Scott Resource Group visited The Career Center to engage a group of engineering students to determine job search practices and tools utilized from the student perspective as part of a nationwide research project funded by the National Association of Colleges and Employers.

Career Center Staff co-hosted **Chevron Corporation** with the FAMU-FSU College of Engineering.

Karlo Martin, Director & Senior Partner, from **PHAGE (Personalized Health Academy of Guided Education)** visited The Career Center to develop recruitment/engagement strategies for students interested in building pipelines from research internships to alternative healthcare careers.

Domi Station visited The Career Center for a tour and brainstormed ways to connect their targeted student audience with Domi resources on training entrepreneurs.

Georgia Institute of Technology's Center for Career Discovery and Development visited The Career Center for a tour, overview of Career Center programs and services, and meetings with staff.

Sustainable Campus visited The Career Center for a tour and discussion on internship recruiting needs, partnership through the Experience Recognition Program (ERP), and further potential collaborations.



FAMU-FSU College of Engineering career liaison, Antonio Hundley, visited The Career Center to tour the building and to gain a better understanding of what services are offered to all FAMU-FSU College of Engineering students.

The Dean of the **University of the Bahamas** visited The Career Center to gain information related to Career Center programs, services, and resources, which will assist in the implementation of career services at the University of the Bahamas North Campus in Freeport.

Enterprise Rent-A-Car visited The Career Center to present a workshop on Networking Best Practices and to conduct résumé reviews for Psychology students.

FSU Panama City campus advisors visited The Career Center for a tour and presentation on Career Center services.

Two school counselors and 10 juniors from **Brookwood School** in Thomasville, GA visited The Career Center for a library tour and workshops on choosing a college and major.

Career Center Staff hosted 35 students and two administrators from **St. John Paul II High School** for a Career Center tour, as well as a Choosing a Major and Career workshop

Wells Fargo visited The Career Center to discuss the development of financial literacy education opportunities and recruiting talent from FSU.

Accenture visited The Career Center to discuss student engagement opportunities and the development of custom learning pathways and badging options based on needed competencies for students interested in consulting.

Deloitte visited The Career Center to engage with students during a "Tech Talk" and to highlight relevant information about internships and full-time job opportunities in technology.

ArtBridge Tallahassee visited The Career Center to discuss opportunities for cross-discipline collaboration, student involvement in community outreach, and opportunities for growth among FSU programs.

The FSU Internship Council, comprised of 35 academic internship campus partners, met at The Career Center. The meeting featured guest speakers Dr. Joe O'Shea from the Office of the Provost, Dr. Allison Peters from the Liberal Studies Office, and Kristen Hagen from the Center for Global Engagement.

The FSU's Internship Council, comprised of 20 academic internship campus partners, met at The Career Center. The meeting featured guest speakers Ashely Krutz from International Travel, Safety, and Risk Program Manager, Amber Hernandez NC-SARA Reporting Manager, and Lisa Scoles from the Office of the General Counsel.

Tallahassee Bass Bro Shop visited The Career Center for a tour and strategizing session on increasing FSU student participation in their annual nationwide holiday seasonal hiring event.

University of Florida College of Engineering visited The Career Center for a tour and to learn more about best practices for employer relations and partnerships.

The Career Center hosted the Career Center and Job Placement Director from **Western Mindanao State University** (Philippines) for a tour, overview of Career Center programs and services, and meetings with staff.

Columbia Basin College visited The Career Center for a tour and overview on Career Center programs and services for recommendations on starting a career center at their institution.

University of Central Florida students shadowed various FSU Career Center staff for the UCF Job Shadow program.

Dan Moore, President of **Southwestern Advantage** visited The Career Center for a series of student presentations.

VISITED

Career Center staff visited the following companies and organizations to tour their facilities, provide and promote Career Center resources, and share information on best practices for hiring part-time, internship, and full-time candidates by building employer brand recognition and recruiting through Career Center events and programs.

- **Amazon Orlando Fulfillment Center**
- **Apalachee Center**
- **Avian Biodiversity Center**
- **Bay County Economic Development Alliance**
- **Beethoven & Company**
- **Big Bend Cares/Care Point Health and Wellness**
- **Big Bend Homeless Coalition**
- **Big Bend Hospice**
- **Big Brothers Big Sisters of the Big Bend**
- **Cabo's Island Grill & Bar**
- **Capital Regional Medical Center**
- **Cat Family Records**
- **Cayer Behavioral**
- **Diverse Computing**
- **Florida Coalition for Children**
- **Florida Division of Retirement Contact Center**
- **Florida House of Representatives**
- **Florida House of Representatives - House Democratic Office**
- **Florida Innocence Project**
- **FSU Askew Student Life Center**
- **FSU Interfaith Council**
- **FSU's Institute on World War II and the Human Experience**
- **Gadsden Arts Center**
- **Grove Museum**
- **IntegriSource, Inc.**
- **Kids Incorporated**
- **Legal Services of North Florida**
- **Mission San Luis**
- **Paul Consulting Group**
- **SynTech Systems, Inc.**
- **Tallahassee Memorial Hospital**
- **Tallahassee Police Department**
- **Tutors for Tally**
- **United States Postal Service (USPS) North Florida**
- **Victor Technologies**
- **WTLX/ABC 27**

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