

Breakout Sessions – Monday, 12/14 | 2:45 PM – 3:45 PM EST

- [Daring to Lead: Embracing clear, kind, and vulnerable leadership](#)
- [Emerging Leaders: Plan for Strategic Succession and Equip our Future Leaders with The Tools and Confidence to Accept and Accel within New Challenges!](#)
- [Getting Creative and Filling the Gaps: Maximizing Connections in a Virtual World](#)
- [Moving from monocultural to multicultural: Using MCOB as an equity and inclusion tool in Career Services](#)
- [My Hair Does Not Define Me: Addressing Perceptions of Professional Hair for Black Women in the Job Search](#)
- [Supporting International Students during the time of COVID-19](#)
- [Transforming Our Work: Anti-racism as a Career Readiness Competency](#)

Breakout Sessions – Tuesday, 12/15 | 9:00 AM – 10:00 AM EST

- [20/20 Vision: Utilizing Technology to Focus Our Own Career Development](#)
- [An Exploratory Based Approach to a Job Shadowing Program](#)
- [Coloring with Career: Virtual Career Exploration](#)
- [Dear Employer Relations, I'm Ready to See Beyond 20/20 Vision](#)
- [Operationalizing Equity: Developing a Diversity Scorecard for Employers](#)
- [Recruiting Diverse Talent – Casting a Wider Net](#)
- [Social Intrapreneurship: Positioning a career center for the future of work](#)
- [Starting from Scratch: Reenvisioning the Career Advising Role at Furman University](#)

Breakout Sessions – Tuesday, 12/15 | 3:00 PM – 4:00 PM EST

- [Creative Collaborations- 2020 Virtual Externship Programming](#)
- [More Than A Program: Building and Maintaining Diversity Strategies within Career Centers](#)
- [Picture Your Career](#)
- [Setting New Sights: Making Virtual Career Fairs Work for Employers and Students](#)
- [State of the Profession \(NACE Session\)](#)
- [Veterans & Diversity: An Insider's Look at Understanding Veterans and Why You Need Them in Your Organization!](#)
- [Vetting Employers for Your Diversity Events](#)
- [Working While Black: Stories from Black Professionals in Higher Education](#)

Roundtable Sessions – Tuesday, 12/15 | 4:15 PM – 5:15 PM EST

- [A Chance for Success: Latinx Students and Making the Most of Work-Study](#)
- [Advise Hard, Play Hard: Keeping your team socially engaged in the COVID-19 Era and Beyond](#)
- [Best Practices for Supervising Remote Interns](#)
- [Campus Collaboration: Diversity and Inclusion in Career Coaching](#)
- [Creating the Instagram Dream Team: Transform your Career Services Instagram Profile to Increase Student Engagement](#)
- [Departmental Liaisons - Building Relationships with Key Stakeholders](#)
- [Eye of the Tiger: Coaching Student Employees for Success](#)
- [How to Write Emails that Employers Will Respond To](#)
- [International Students and Curricular Practical Training \(CPT\): What Career Development Professionals Need to Know](#)
- [It's Not a Moment, It's a Movement!](#)
- [Major Uncertainty: Assessing Student Confidence in their Choice of Major](#)
- [One Size DOESN'T Fit All: Reimagining Programming](#)
- [Recruiting in a Virtual World: Creative Ways to Engage with Students](#)
- [Red Table Talk: MicroAggression Edition](#)
- [Re-envisioning Recruiting and Career Services: Reframing and Moving Forward During a Worldwide Pandemic](#)
- [Student Skill Development Through Virtual-Micro Projects](#)
- [Students with a Vision for Employer Engagement](#)
- ['They're All My Children!' Parenting and Working from Home](#)
- [Using First Destination Data to Enhance Employer Relations](#)

Breakout Sessions – Wednesday, 12/16 | 9:00 AM – 10:00 AM EST

- [Career Development for 2-Year College Students: 10 Steps to Success](#)
- [Don't "Tress": Exploring the unconscious bias of cultural professionalism for Black & Brown students](#)
- [Envisioning new partnerships with faculty](#)
- [Graduate Student Programming-Meeting Special Needs of MS and Ph.D Students](#)
- [Making ConneXions: Equipping Innovative Students for 21st Century Careers](#)
- [The Trifecta = Employers + Faculty + Career Services: Partnering to Enhance Student Career Readiness](#)

Breakout Sessions – Wednesday, 12/16 | 10:15 AM – 11:15 AM EST

- ["I'm Stressed, You're Stressed, Everybody's Stressed": Career Service Practitioners Coping and Supporting in a Ever-Changing Climate](#)
- ["Pivot! Pivot!": Bringing 2020's new technology trends into focus](#)
- [Into the Light: Transitioning On-Campus Student Employment into Career Services: Lessons Learned, Obstacles Faced, & Positive Changes](#)
- [Liberal Arts Career Course: Developing Curriculum with Faculty](#)
- [Staying Relevant in Today's Virtual Recruiting World](#)
- [Stumbling into Innovation: GT Employer Town Halls](#)
- [To Go or Not To Go: Considerations for Black Professional Contemplating Doctoral Programs](#)

Presentation Date:

Monday, 12/14/2020, 2:45:00 PM - 3:45:00 PM

Presentation Type:

Breakout Session

Title: Daring to Lead: Embracing clear, kind, and vulnerable leadership

Topic(s):

- Administration

Geared Toward: Both Colleges & Employers

Proposal: In Brene' Brown's book Dare to Lead, leaders are given a new map to follow on leadership. No longer is the "hands-off" management approach enough to get the best out of your team. Great leadership requires courage, vulnerability, and clear and kind communication to truly make others feel inspired and empowered in the workplace. This session will provide an overview of the differences between "armored leadership" and "daring leadership" and will explore ways in which you can pivot from "being right" to "getting it right". We will take a look at several different leadership scenarios, will talk through approaches and coaching questions, and provide new language for you to use in helping your teams come together to solve problems and move forward in a healthy way. With empathy, compassion, a curiosity to learn, and clearly communicating hard things as the core of her teachings, you will hopefully leave with a new perspective on leadership.

Learning Objective(s):

- During this session, participants will identify one area in leadership in which they can grow and develop.
- During this session, participants will learn 1-2 new approaches and coaching techniques to use in supervising staff.

Presenter(s):

- Bethany Mills, University of Georgia Career Center

Presentation Date: Monday, 12/14/2020, 2:45:00 PM - 3:45:00 PM

Presentation Type: Breakout Session

Title: Emerging Leaders: Plan for Strategic Succession and Equip our Future Leaders with The Tools and Confidence to Accept and Accel within New Challenges!

Topic(s):

- Administration
- Career Advising/Counseling
- Diversity and Inclusion
- Employer
- Small Colleges and Universities

Geared Toward: Both Colleges & Employers

Proposal: A panel of diverse professionals will share stories of their leadership paths to assist and inspire those beginning or realigning their journeys to leadership opportunities within State Associations/Consortia, SoACE, and NACE. State Leaders are asked to invite individuals to join (from their member base) of which they see the potential as future leaders within our field of Career Services/Development.

Learning Objective(s):

- Gain the understanding that paths to leadership are unique and individualized to each professional's goals, and that leadership skills are continually learned and refined.
- Learn that strategically planning for succession assists in elevating professional continuity within leadership teams and provides opportunities to those who previously considered such positions "out of reach."

Presenter(s):

- John Sheehy, SoACE/Stetson University
- Roslyn Brown, Georgia Gwinnett College
- Sandi Ohman, Embry-Riddle Aeronautical University
- Ray Rogers, Texas State University
- Andreus Boise-Fontenot, Texas Southern University
- Robin P. Kazmarek, Elon University

Presentation Date:

Presentation Type:

Breakout Session

Title: Getting Creative and Filling the Gaps: Maximizing Connections in a Virtual World

Topic(s):

- Career Advising/Counseling
- Employer Relations
- Experiential Education
- Small Colleges and Universities

Geared Toward: Colleges

Proposal: In the Spring of 2019, Trinity University developed and adapted two different zero-cost initiatives aimed at providing students with virtual experiential learning opportunities while simultaneously increasing connections with different stakeholders. The first program, Tiger Connections, provides a structured format for "curiosity conversations" between students and alumni/parents that can be executed in both hybrid or online-only environments. The second program, TigerWorks, is a homegrown virtual micro-internship program with an emphasis on nonprofits, small businesses, and alumni-affiliated organizations, resulting in rich experiences for students and new recruiting pipelines for the institution. Both programs were executed by minimal staff and zero budget through strategic and easy email outreach. The session will provide an in-depth look at all aspects of both programs, including the development, processes, technology used, and future of the initiatives in addition to how practitioners can adapt and replicate them on their campuses, regardless of staff size or budgets.

Learning Objective(s):

- Participants will develop an understanding of virtual micro-internship programs and how to execute a successful program.
- Participants will gain insight into maximizing alumni, parent, and employer connections with minimal resources in a virtual environment.
- Participants will leave with an understanding of two different virtual programs and how they might customize both for their campus.

Presenter(s):

- Katie Ramirez, Trinity University
- Maranda Larsen, Trinity University

Presentation Date: Monday, 12/14/2020, 2:45:00 PM - 3:45:00 PM

Presentation Type: Breakout Session

Title: Moving from monocultural to multicultural: Using MCOD as an equity and inclusion tool in Career Services

Topic(s):

- Administration, Assessment and Data Analytics, Diversity and Inclusion

Geared Toward: Both Colleges & Employers

Proposal: "Multicultural Organizational Development (MCOD) encourages organizations and institutions to reexamine their beliefs, assess their practices, and transform how they work" (Reynolds and Pope (2003), p. 374). In the Summer of 2019, USF St Petersburg's division of Student Success began to utilize the model to solidify, track, and progress equity and inclusion work within the division. This session will help familiarize attendees with the MCOD model and detail how the USFSP Career Center utilized the model to help craft annual goals focusing on equity and inclusion within our office. The Career Center utilized the MCOD framework to develop a Diversity & Inclusion Action Plan for the 2019-2020 academic year. MCOD prompted staff to look beyond simply offering diversity-related programming, but instead allowed them to reflect on how they could make substantial changes in their office. The team identified 4 broad goals with 13 action items. Presenters will discuss tangible goals and actions from the plan, such as: conducting a space diversity audit, including pronouns within our record management, and inclusivity in assessment data. To conclude the session, we will discuss how to utilize MCOD to analyze individual and organizational progress on the Continuum of Multicultural Organization Development.

Learning Objective(s):

- Participants will understand the Multicultural Organization Development Model's purpose and application.
- Participants will be able to identify how MCOD checklists and related tools can be used to build their own MCOD Action Plans.
- Participants will engage in reflection to assess which stage of multicultural development their own organization is in.

Presenter(s):

- Lesa Shouse, University of South Florida St. Petersburg
- Jacob Diaz, University of South Florida St. Petersburg

Presentation Date: Monday, 12/14/2020, 2:45:00 PM - 3:45:00 PM

Presentation Type:

Breakout Session

Title: My Hair Does Not Define Me: Addressing Perceptions of Professional Hair for Black Women in the Job Search

Topic(s):

- Career Advising/Counseling
- Diversity and Inclusion
- Employer

Geared Toward: Both Colleges & Employers

Proposal: Job searching can leave students feeling overwhelmed and frustrated. The process can be particularly difficult for Black women, as hairstyle choices can challenge traditional norms of what is appropriate, attractive, and professional. In recent years, Black women have increasingly dealt with hair bias in the workplace. This session will explore the impact of hairstyle choice on Black women's job search experience. Presenters will provide historical context on how Black hair is portrayed throughout society and share data from a larger study on Black college women's experience and what role hairstyle choice has played in how they navigate the job search process. Recommendations will be provided for how career services professionals and recruiters can implement inclusive advising and recruiting practices that address hair bias for Black women. Additionally, a space for questions and discussion will be provided.

Learning Objective(s):

- Participants will learn about microaggressions associated with Black hair
- Gain tangible steps to address the specific career development needs of Black women as it relates to hair
- Discover ways to provide more inclusive HR policies around the topic of Black hair

Presenter(s):

- Emmanuela Stanislaus, FIU
- Cheryl Hicks, Wake Forest University
- V'Rhaniku Haynes, University of Central Florida

Presentation Date:

Monday, 12/14/2020, 2:45:00 PM - 3:45:00 PM

Presentation Type:

Breakout Session

Title: Supporting International Students during the time of COVID-19

Topic(s):

- Career Advising/Counseling
- Technology

Geared Toward: Both Colleges & Employers

Proposal: Join Nitin Agrawal, Interstride, Aaron Blumberg, Fragomen, and Katharine Marianacci, Lehigh University to delve into the challenges faced by international students during the current COVID crisis and how these challenges can be addressed by universities and colleges. Nitin will provide an overview of the technology response to these challenges. Aaron will cover the response from an immigration standpoint, including an analysis of the impact of COVID-19 and recent Executive Orders on work visas such as the H-1B and F-1 OPT. Katharine will set the stage for the discussion by elaborating on the challenges faced by international students at Lehigh University and how the university is addressing these challenges.

Learning Objective(s):

- Identify best practices that institutions can adopt to assist international students during the current crisis.
- Find out how universities and colleges are adopting technology to best address challenges faced by international student during this paradigm shift.
- Understand the immigration impact and ramifications of the recent policy changes from the Trump administration

Presenter(s):

- Nitin Agrawal, Interstride
- Aaron Blumberg, Fragomen
- Katharine Marianacci, Lehigh University

Presentation Date: Monday, 12/14/2020, 2:45:00 PM - 3:45:00 PM

Presentation Type: Breakout Session

Title: Transforming Our Work: Anti-racism as a Career Readiness Competency

Topic(s): Administration, Diversity and Inclusion

Geared Toward: Both Colleges & Employers

Proposal: The unhealed wounds of our nation are (once again) laid bare, and calls for antiracism resound within every sphere of our society. Indeed, professionals within the fields of career services and college recruiting have advocated for the adoption of antiracism as a career readiness competency. But what does this truly mean and how would this impact the work we do on a daily basis? Antiracism education is the intentional transference of an impetus "to challenge, interrupt, modify, erode, and eliminate any and all manifestations of racism within one's own spheres of influence" (Derman-Sparks & Phillips, 1997, p.3). Antiracism "compel[s] students to challenge the status quo and to envision and enact a better present" (Dei & McDermott, 2014). If adapted faithfully, antiracism has far-reaching and transformative implications for career services and recruiting. However, if we are not intentional, antiracism will be rendered powerless through compromise and complacency. This session is about praxis, or "bringing theory to the streets" (McLaren, 2017, p.26). What does it mean for career services professionals and recruiters to embody and practice antiracism in their work? We will discuss implications for career readiness competencies, coaching/counseling, career education, recruiting, onboarding, and retention. (citations available upon request)

Learning Objective(s):

- Attendees will learn the definition of antiracism and how to apply it within their unique context as a career services professional or recruiter. .
- Attendees will learn how to identify racist policies/practices within their sphere of influence.
- Attendees will identify at least one antiracist practice that they can take within their job.

Presenter(s):

- Matthew Cowley, University of Florida

Presentation Date: Tuesday, 12/15/2020, 9:00:00 AM - 10:00:00 AM

Presentation Type: Breakout Session

Title: 20/20 Vision: Utilizing Technology to Focus Our Own Career Development

Topic(s): Career Advising/Counseling, Technology

Geared Toward: Colleges

Proposal: Now, more than ever, we recognize the importance of virtual networking - not only in how we educate our students, but in how we grow as professionals in the field of Career Services. When COVID-19 turned the world upside down, one thing remaining "normal" was the already-virtual 1st and 2nd Year Career Advising Consortium. In 2017, career advisors at the Texas A&M Career Center working in early career engagement recognized the role technology could play in connecting advisors of niche populations across the country, and as a result, the 1st and 2nd Year Career Advising Consortium was born. Originally conceptualized as a way to discover, meet, and network with first and second year career advisors across the nation, the consortium is now led by representatives from the Texas A&M and William & Mary Career Centers. It has morphed into a regular virtual meeting with all participants sharing the responsibility of presenting different topics, including unique approaches to programming and best practices related to our niche area. This session will highlight a panel of regular Consortium participants who will share best practices in utilizing technology to own and facilitate our own professional development as career advisors - especially in niche populations.

Learning Objective(s):

- Recognize how technology can be used to guide their own professional development
- Learn how to best utilize technology to develop, grow, and maintain nationwide communities of practice

Presenter(s):

- Paige Hellman, Texas A&M University Career Center
- Kelly O'Shaughnessy, William & Mary
- Christina Plante, Duke University
- Maggie O'Brien, University of Georgia

Presentation Date:

Tuesday, 12/15/2020, 9:00:00 AM - 10:00:00 AM

Presentation Type:

Breakout Session

Title: An Exploratory Based Approach to a Job Shadowing Program

Topic(s): Employer Relations, Experiential Education

Geared Toward: Both Colleges & Employers

Proposal: Job Shadowing Programs are typically a way to expose students to a specific organization for a few days, and connect with professionals in their field of interest. First-generation students are often limited in their cultural capital and often times are only aware of common majors and lack knowing what career paths are available for them. Taking an exploratory-based approach to a job shadowing program assists with first-generation student success and engagement, and exposes students to a new career pathway. In collaboration with campus partners and local employers, this exploratory-based job shadowing program provides students self-authorship to decision making during the program application process, training and support for employers to design the student experience during this week, and a student-centered orientation and program materials to prepare students prior to going to their site placement. This Job Shadowing Program takes an exploratory-based approach to assist first-generation college students with their career exploration by gaining exposure to career paths and industry fields to make informed career decisions, gain professional development skills through the job shadowing process and strengthen their career confidence and industry awareness, as well as networking with employers to begin building relationships and connections for future internship opportunities and entry-level careers.

Learning Objective(s):

- After attending this session, attendees will be able to understand how to take a different approach to creating and developing a Job Shadowing Program.
- After attending this session, attendees will be able to identify ways to adapt this program for the student populations they serve on their campuses.
- After attending this session, attendees will be able to increase awareness of other experiential learning opportunities for students to gain exposure and professional connections.

Presenter(s):

- Juan E. Armijo, Texas Woman's University

Presentation Date:

Tuesday, 12/15/2020, 9:00:00 AM - 10:00:00 AM

Presentation Type:

Breakout Session

Title: Coloring with Career: Virtual Career Exploration

Topic(s): Career Advising/Counseling

Geared Toward: Both Colleges & Employers

Proposal: The Coloring with Career Services began as a way to engage students in a casual virtual environment following COVID school closures. In this space, we used creative activities and outlets to bring focus and a new perspective to the way students considered their career. Our 9-event series with over 100 engaged students included a mix of coloring events, as well as structured activities like wandering maps, vision boarding, arts and crafts, and self-portraits. The committee utilized campus partners to encourage attendance and connect our students to reflective career discussions. This 9 event series spanned vision boards, wandering maps, coloring, and crafting. We plan to share the facilitation steps, best practices, and a demo of one exploration activity for attendees of this round table. We facilitated alongside our employer partners at Dell, with student programming councils, and targeted students in liberal arts, fine arts, and humanities. Attendees will leave with ideas of how to facilitate this with their students, within an internship program, or as a collaboration event with employers.

Learning Objective(s):

- Attendees will learn at least 1 strategy towards facilitating the coloring with career series
- Attendees will understand alternate levels of creative engagement by utilizing high or low structure activities

Presenter(s):

- Ashley Rizzotto, Florida International University
- Andrea Cuadra, Florida International University
- Carolyn Meeker, Florida International University

Presentation Date:

Tuesday, 12/15/2020, 9:00:00 AM - 10:00:00 AM

Presentation Type:

Breakout Session

Title: Dear Employer Relations, I'm Ready to See Beyond 20/20 Vision

Topic(s):

- Employer Relations

Geared Toward: Colleges

Proposal: For many, day-to-day responsibilities and the routine of the Career Services calendar quickly multiplied and rearranged with an unexpected transition to a virtual world. While Employer Relations professionals might have thought they were seeing with 20/20 at the beginning of the year, professionals quickly realized they had to step out of their "normal" to operate with organizational agility. Georgia Tech proposes a session for event attendees to learn best practices and strategies to transform plans in any environment, provide employers with excellent customer service, and showcase your personal and team value through it all. Attendees will learn how to quickly create response plans, map out solutions, and create sustainable strategies to work smarter in 2021. This session will answer all the questions everyone has been asking..."How and what do we communicate to employers when plans change?" "Are we doing enough?" "How can we showcase our value as a Career Center and showcase my value as an Employer Relations professional?" Attendees will leave our session feeling confident and empowered to tackle any challenge in Employer Relations as we strive to create a remarkable experience for employers to engage with students.

Learning Objective(s):

- Learn how to operate with organizational agility to tackle any challenge in Employer Relations.
- Learn best strategies to showcase qualitative and quantitative success to both employers and your supervisor to demonstrate your value.
- Understand how to break down roadblocks to quickly adapt to an ever-changing environment.

Presenter(s):

- Megan Michel, Georgia Tech College of Computing

Presentation Date: Tuesday, 12/15/2020, 9:00:00 AM - 10:00:00 AM

Presentation Type:

Breakout Session

Title: Operationalizing Equity: Developing a Diversity Scorecard for Employers

Topic(s):

- Assessment and Data Analytics
- Diversity and Inclusion
- Employer Relations

Geared Toward: Both Colleges & Employers

Proposal: When working with marginalized student populations most organizations struggle. Many times, in employer relations an organization/employer speaks to diversity, but organizational culture may still be homogenous. We have an opportunity to build relationships with students and organizations within their industry areas of interest and gain an understanding about the practices of diversity and inclusion within a professional workplace environment. This presentation will provide a platform for how to create a meaningful DEI Scorecard for your Employer Relations team. By doing this you are truly setting up your Black/POC students for success and not walking them into 'corporate trauma' while at the same time building a stronger conversation around an employer's efforts to help them become better at what they say and what they actually do in addressing their culture, while helping make new employees feel a sense of equity, inclusion, and belonging.

Learning Objective(s):

- Expanding Student and Employer Engagement Opportunities
- Expand ideas on how to create a metric system and improve Black/POC student interaction with employers to address recruitment, retention, and corporate trauma and create a Top 25/50 companies list for DEI for your institution
- Expand the use of the data, metrics, and insight into best practice strategies to support the Employer DEI efforts and improve inclusion, justice, and belonging.

Presenter(s):

- Tierney Bates, University of North Carolina - Chapel Hill
- Roderick Lewis, University of North Carolina - Chapel Hill

Presentation Date: Tuesday, 12/15/2020, 9:00:00 AM - 10:00:00 AM

Presentation Type: Breakout Session

Title: Social Intrapreneurship: Positioning a career center for the future of work

Topic(s):

- Administration
- Employer Relations
- Small Colleges and Universities

Geared Toward: Colleges

Proposal: Social intrapreneurship creates change from within a complex organization utilizing the behaviors and strategies commonly associated with entrepreneurship. Session explores the interconnectedness of social intrapreneurship, strategic planning through a transient advantage lens, and outcome advocacy to aid the repositioning of a career operation within an institution. Most career departments center their focus so much on delivering the needs of today that they tend to forget about transforming the future of our practice. The "bureaucratic immune system" of higher education can hinder this change in focus and essentially stave off innovation and the changes demanded by industry. The future of work, the workplace, and career education is an ecosystem that demands a new set of tools, strategic map, and storytelling talents that serve to highlight the return-on-investment and translation of what higher education provides industry. Participants will gain perspectives on how to promote social intrapreneurship in their operation, utilize the tenets of transient advantage in imaging the future, and re-imagine outcome advocacy for the future of work.

Learning Objective(s):

- To provide an introduction to the profile of a social intrapreneur and its application to an individual professional as well as its integration into an organization as a whole.
- To provide participants with the tenets of a strategic map that can be used to analyze current organizational positioning and re-imagine the positioning for the future.
- To provide research and a framework to assist career operations re-imagine the translation of purpose and outcomes.

Presenter(s):

- Patrick Madsen, University of North Carolina at Charlotte - University Career Center

Presentation Date: Tuesday, 12/15/2020, 9:00:00 AM - 10:00:00 AM

Presentation Type:

Breakout Session

Title: Starting from Scratch: Reenvisioning the Career Advising Role at Furman University

Topic(s):

- Career Advising/Counseling

Geared Toward: Colleges

Proposal: In 2019, the Career Advising Team at Furman University's Malone Center for Career Engagement increased from one and a half full-time advisors to three. This significant increase in bandwidth provided a unique opportunity to examine and reimagine our career advising protocols. This session will explore how we adapted the Brain Based Career Development Theory's advising methodology to our praxis. Including, the leveraging of campus-wide initiatives to implement a departmental liaison model and working to raise the profile of our center on campus. Using our personal experiences and assessment data as a guide, we hope to create a roadmap for other centers (especially smaller operations like us) who are looking to re-evaluate their advising practices to meet the changing needs of their students and campus partners.

Learning Objective(s):

- Attendees will gain a fundamental understanding of the Brain Based Career Development Theory and its application by the Malone Center for Career Engagement.
- Attendees will examine the purpose, outcomes, and challenges of a liaison relationship with academic departments.

Presenter(s):

- Kristin Irwin, Furman University
- Rebecca Marion-Flesch, Furman University
- Alex Ricciuti, Furman University

Presentation Date:

Tuesday, 12/15/2020, 3:00:00 PM - 4:00:00 PM

Presentation Type:

Breakout Session

Title: Creative Collaborations- 2020 Virtual Externship Programming

Topic(s):

- Experiential Education

Geared Toward: Both Colleges & Employers

Proposal: Students are interested and sometimes required to find opportunities to gain experience, develop professionally, and network, even during the challenges of our current virtual environment. However, finding opportunities to connect and continue their career preparation has become increasingly complicated, competitive, and uncertain. Additionally, companies have had to make tough and strategic decisions to become more engaging and creative within their virtual operations. This program is designed to be a win-win-win for students, employers and university career service centers. Students gain career experience and build their network, companies maintain their recruiting and branding presence, and career services adds a virtual tool to support employer and student engagement. This program, driven by employer partners is a 2-3 hour virtual career engagement experience targeted towards university students and their chosen field of study. The experience stands apart from a traditional "info session" because it is educational in nature and contains interactive, hands-on experiential learning component aligned with the companies area of expertise. In this session, we will share how collaboration between the University of Texas at San Antonio's University Career Center and Randolph Brooks Federal Credit Union worked to develop a dynamic program for companies, universities, and students alike.

Learning Objective(s):

- Attendees will be able to learn about a new virtual career development program and assess how they might launch such a program in their company or university.

Presenter(s):

- Mysti Frazier, The University of Texas at San Antonio
- Glenn Errhalt, Randolph Brooks Federal Credit Union

Presentation Date: Tuesday, 12/15/2020, 3:00:00 PM - 4:00:00 PM

Presentation Type:

Breakout Session

Title: More Than A Program: Building and Maintaining Diversity Strategies within Career Centers

Topic(s):

- Administration
- Career Advising/Counseling
- Diversity and Inclusion

Geared Toward: Colleges

Proposal: Diversity, Equity and Inclusion are more than headlines. Simply providing A program for diverse populations is just not enough. Strategies should be embedded into every entity of your office. Miami University's Center for Career Exploration and Success developed a team of diversity experts to advance the mission of the center and to connect underserved populations with employers. The D & I Team serves as a central component of the career office, connecting the Miami University Career Community, (both internal and external partners) to students to increase access and opportunity for underserved populations. Join us to learn more about how Miami University's Center for Career Exploration and Success increased engagement of high priority populations (soc, 1st generation, international and PELL eligible) and extended their footprint across the university to elevate career development and inclusive practices as everyone's responsibility.

Learning Objective(s):

- Participants will identify strategies to increase engagement of target diverse populations through the utilization of data & assessment, programs, and employer engagement.
- Participants will learn strategies of how to build meaningful partnerships and extend their footprint across campus to elevate career development and inclusive practices as everyone's responsibility.

Presenter(s):

- Shayna Smith, Miami University
- Tekeia Howard, Miami University

Presentation Date: Tuesday, 12/15/2020, 3:00:00 PM - 4:00:00 PM

Presentation Type: Breakout Session

Title: Picture Your Career

Topic(s): Career Advising/Counseling

Geared Toward: Colleges

Proposal: Visual thinking is an important element in the career exploration and development process. Over 70% of all learners are visual thinkers, and yet, much of the guidance in career coaching is verbal (auditory) in nature. Visual thinking techniques can help students organize their thoughts, bring clarity to their decision-making, provide new ideas and possibilities, and create those "aha" moments when students suddenly discover their mission or vision. This workshop will provide a deep dive into visual thinking and its use in workshops, programs, and individual and group coaching sessions-- whether virtual or in-person. Learning these techniques will help career coaches develop their skills and improve the satisfaction level of their students. Participants will work on several key visual thinking exercises, and then develop ideas for incorporating them into their daily work with students. Kate Brooks and Grace Foy recently wrote a free 132-page workbook for career coaches called "Picture Your Career." The workbook is available for download on the Vanderbilt University Career Center website :(<https://www.vanderbilt.edu/career/pictureyourcareer/>). All participants will have free access to this resource, and they will be able to use the techniques and information in it to further develop their programs and plans.

Learning Objective(s):

- Understand the value of visual thinking in career exploration and development.
- Identify the best visual thinking exercises for the specific problem or situation.
- Design coaching sessions and workshops using visual thinking.

Presenter(s):

- Kate Brooks, Vanderbilt University
- Grace Foy, Vanderbilt University

Presentation Date: Tuesday, 12/15/2020, 3:00:00 PM - 4:00:00 PM

Presentation Type: Breakout Session

Title: Setting New Sights: Making Virtual Career Fairs Work for Employers and Students

Topic(s): Career Advising/Counseling, Employer, Employer Relations, Technology

Geared Toward: Both Colleges & Employers

Proposal: As the COVID-19 pandemic limited the ability of college campuses to host on-campus career fairs in Fall of 2020, many pursued virtual options for the first time. Virtual platforms have proliferated with a variety of pricing models and features. Navigating this new landscape has proven to be a challenge for career services professionals, employers and students as we have sought to replace the in-person experience with something equally effective in the virtual space. Participants in this session will learn from virtual career fair experiences including multi-institutional fairs hosted by CareerEco and discipline-specific fairs hosted on Symplicity's and Handshake's respective CSM Virtual Career Fair platforms. We will discuss and compare features and cost considerations and share insights on product strengths and weaknesses. We will characterize the overall experiences of students and recruiters using participation and engagement data along with survey feedback. Recruiters from RBFCU and Fujifilm Diosynth Biotechnologies will share perspectives based on their experiences with these and other virtual career fair platforms and identify the key components that contribute to a positive virtual fair experience.

Learning Objective(s):

- At the end of this session, career services participants will be able to evaluate and compare virtual career fair products to find the one that best meets their needs.
- At the end of this session, career services participants will be familiar with strategies for preparing both students and employers for success in virtual career fair events.
- At the end of this session, employer participants will be able to evaluate the potential costs and benefits of virtual career fair participation and identify strategies for maximizing successful engagement with candidates.

Presenter(s):

- Patricia Edgar, Texas A&M University
- Karen Ivy, Texas A&M San Antonio
- Maria Jones, FUJIFILM Diosynth Biotechnologies
- Glenn Errhalt, Randolph-Brooks Federal Credit Unions

2020 SoACE Conference – Session Descriptions

Presentation Date:

Tuesday, 12/15/2020, 3:00:00 PM - 4:00:00 PM

Presentation Type:

Breakout Session

Title: State of the Profession (NACE Session)

Topic(s):

Geared Toward: Both Colleges & Employers

Proposal: During this session, National Association of Colleges and Employers (NACE) Executive Director, Shawn VanDerziel and NACE President, Jennifer Lasater will provide insight into the state of the profession. They will explore learnings and research from the Covid-19 pandemic and anti-racism movement; this will include trends and predictions, as well as association priorities and strategies over the coming year.

Presenter(s):

- Shan VanDerziel, NACE Executive Director; Jennifer Lasater, NACE President

Presentation Date:

Tuesday, 12/15/2020, 3:00:00 PM - 4:00:00 PM

Presentation Type:

Breakout Session

Title: Veterans & Diversity: An Insider's Look at Understanding Veterans and Why You Need Them in Your Organization!

Topic(s):

- Diversity and Inclusion

Geared Toward: Both Colleges & Employers

Proposal: The military is comprised of a diverse work force and often works under extreme conditions. Transitioning to civilian life can be a challenge when an individual has spent their life in an environment that does not resemble the civilian world. Most diversity programs in existence do not address understanding military culture or the veteran. We will discuss military life and how this defines a person's beliefs and actions. This discussion will range from the time a person enters the military and the milestones to retirement. This in-depth discussion will explain the complexities of military life and serve as a catalyst for understanding the veteran community. Not only are veterans accustomed to working in diverse cultures, but they bring knowledge and experience to your university with respect to the workforce and veteran students. This round-table session serves to promote a breaking down of barriers and creating a better sense of understanding military customs, the importance of hiring veterans, and how imperative it is to support the veteran's office within your university.

Learning Objective(s):

- Create an understanding of how veteran staff members can aid your university in reaching your veteran student population and companies seeking to hire vets.
- Veterans do a lot more than drive tanks and march around: let's identify key transferrable skills.
- A veteran can be your most loyal employee or your most misunderstood employee: let's break down the misunderstandings and leverage their unique value.
- Creating a diverse workforce is critical and veterans play a valuable role. We will break down the skills and experience they bring in strengthening your organization.
- Veterans can help your university attract and retain other veterans including prospective veteran students with GI Bill funding.

Presenter(s):

- Tammy van der Leest, University of North Texas / DSA / Career Center

Presentation Date:

Tuesday, 12/15/2020, 3:00:00 PM - 4:00:00 PM

Presentation Type:

Breakout Session

Title: Vetting Employers for Your Diversity Events

Topic(s):

- Diversity and Inclusion

Geared Toward: Both Colleges & Employers

Proposal: Providing programming to students and alumni is important. Many career centers have taken up the mantle to create diversity recruiting events as a way to connect employers to students, but do you vet your employers? In this session you will see how The University Career Center at UNC Charlotte vets employers for their annual Inclusivity Mixer through rubric scoring, researching employers and how that information is used to create more inclusive programs and aid employers in their diversity, equity and inclusion strategies.

Learning Objective(s):

- Creating a rubric for diversity, equity and inclusion when vetting employers.
- How to properly research and discover diversity, equity and inclusion about a company.
- How to communicate your efforts to students who attend your diversity events and how to assist employers in their DEI recruitment strategies with the research you've done.

Presenter(s):

- Matthew French, University of North Carolina at Charlotte

Presentation Date:

Tuesday, 12/15/2020, 3:00:00 PM - 4:00:00 PM

Presentation Type:

Breakout Session

Title: Working While Black: Stories from Black Professionals in Higher Education

Topic(s): Administration, Assessment and Data Analytics, Diversity and Inclusion

Geared Toward: Both Colleges & Employers

Proposal: Over half of university career services are located within the division of student affairs while the remaining 24% are housed in academic centers (NACE, 2017). When examining representation within these departments we find that 26% of leadership is occupied by racial/ethnic minorities and only 13 - 14% are held by Black men and women. . In academic affairs the numbers are more abysmal, with only 19% of racial/ethnic minorities holding a leadership positions and less than 10% are Black men and women (College and University Professional Association for Human Resources, 2018). Additionally, recent years have seen a resurgence of both overt and subtle racism. Now, more than ever, we need to embrace and champion policies that create and sustain an equitable, inclusive, and diverse work environments. First, we must understand the reality of the Black experience. Weeks after the death of George Floyd and the social unrest that followed, a climate survey was given to members of Oklahoma State University's Black Faculty and Staff to gauge their perception of support and belonging and OSU's response to racial and social injustice issues. By capturing their stories, career services practitioners and employers come away with ideas on how optimize Black professionals talents.

Learning Objective(s):

- Attendees will identify the challenges their Black co-workers face in the workplace
- Attendees will brainstorm ways they can contribute to an inclusive workplace environment
- Attendees will receive relevant data and statistics on racial/ethnic trends in higher education

Presenter(s):

- Bianca Boyd, Oklahoma State University

Presentation Date:

Tuesday, 12/15/2020, 4:15:00 PM - 5:15:00 PM

Presentation Type:

Roundtable Discussion

Title: A Chance for Success: Latinx Students and Making the Most of Work-Study

Topic(s):

- Administration
- Career Advising/Counseling
- Diversity and Inclusion

Geared Toward: Colleges

Proposal: Many students engage in Federal Work-Study as a means of additional income and part-time employment. Few studies detail the program's impact, especially from the perspectives of students of color. By the year 2050, it is estimated that the Latinx population in the United States will more than double (Flink, 2018). Universities should be ready and equipped to ensure this specific population has the tools to be prepared for the world of work after graduation. For Latinx student workers, their work-study experience could serve as a significant opportunity to develop or enhance their career competencies. In her study, Dr. Rideau explored the varied experiences of six undergraduate Latina women employed through work-study through the theoretical lenses of happenstance, self-authorship, and career construction. She found that the students developed transferrable skills and appreciated the convenience and flexibility of their roles. However, several of the students were unable to construct meaning behind their work-study experience and desired more challenges in the workplace. During this session, participants will discuss and identify challenges in providing enriching work experiences for students of color. At the conclusion of this session, participants will be able to determine key actions to take to enhance on-campus student employment.

Presenter(s):

- Raylea Rideau, Rice University

Presentation Date:

Tuesday, 12/15/2020, 4:15:00 PM - 5:15:00 PM

Presentation Type:

Roundtable Discussion

Title: Advise Hard, Play Hard: Keeping your team socially engaged in the COVID-19 Era and Beyond

Topic(s):

- Administration
- Small Colleges and Universities

Geared Toward: Both Colleges & Employers

Proposal: How do you keep the team dynamic alive and vibrant when the team can't be together? Trinity University's Center for Experiential Learning and Career Success has a social committee whose job it is to be creative and think of events that bring unity and create trust. This group has morphed from holding traditional in-person events such as volunteering and "family" meals to holding virtual events that bring together recent hires and old-timers, creating cohesion and a sense of normalcy. This fun program session will be devoted to discussing how to broach the idea of a social committee (including members, budget, meetings and planning) as well as sharing event ideas and collaborations for the in-person and virtual landscape. Get ready to be inspired!

Presenter(s):

- LadyStacie Rimes-Boyd, Trinity University
- Michelle McWilliams, Trinity University

Presentation Date:

Tuesday, 12/15/2020, 4:15:00 PM - 5:15:00 PM

Presentation Type:

Roundtable Discussion

Title: Best Practices for Supervising Remote Interns

Topic(s):

- Employer
- Experiential Education
- Small Colleges and Universities

Geared Toward: Both Colleges & Employers

Proposal: Gift of Life Marrow Registry has been supervising remote interns since the 2014-2015 academic year. As the number of remote interns has grown Gift of Life has adapted its supervision and mentorship strategy. For the 2020-2021 academic year, 325 remote interns will join the organization's program, all of whom will be working remotely on their college campuses to be agents of change. Student interns are responsible for inspiring their peers to become involved with Gift of Life's mission through educational presentations and events. Each intern is assigned a mentor who is a full time employee at the Gift of Life headquarters. Gift of Life has created guidelines in the number of communication points per semester between mentee and mentor. During this session we will facilitate a discussion on what career center professionals require for a student to enroll in a remote internship opportunity and how employers are currently supervising remote interns and their level of engagement.

Learning Objective(s):

Presenter(s):

- Traci Ackerman, Gift of Life

Presentation Date:

Tuesday, 12/15/2020, 4:15:00 PM - 5:15:00 PM

Presentation Type:

Roundtable Discussion

Title: Campus Collaboration: Diversity and Inclusion in Career Coaching

Topic(s):

- Career Advising/Counseling
- Diversity and Inclusion

Geared Toward: Colleges

Proposal: Career Coaches from the University of South Carolina's Darla Moore School of Business will discuss their approach to fostering diversity and inclusion within career coaching. Strategies to create strong partnerships, liaisons, and collaboration are key elements to progress and learn better, more effective ways to service students. Benefits, challenges, and growing pains will be exchanged during dialogue as well as tangible goals and realistic timelines and expectations. This roundtable can be a healthy and productive facilitation for career service professionals and their working relationship with students by utilizing resources in a creative method. The roundtable will start in a large group setting along with smaller groups to create a more intimate dialogue among participants. Each group will be given a simple "who, what, where, when and why" prompt as an exercise to ensure they understand the resources on their campus and how they are currently using the resources while learning from other institutions to exchange ideas and cultivate creativity. Participants will have candid conversations to foster ideas for next steps.

Learning Objective(s):

Presenter(s):

- Anna Grubic, Darla Moore School of Business - University of South Carolina, Columbia

Presentation Date:

Tuesday, 12/15/2020, 4:15:00 PM - 5:15:00 PM

Presentation Type:

Roundtable Discussion

Title: Creating the Instagram Dream Team: Transform your Career Services Instagram Profile to Increase Student Engagement

Topic(s):

- Career Advising/Counseling
- Technology

Geared Toward: Colleges

Proposal: Have you ever wondered what it looks like to work on a "Dream Team"? Join this session and learn how to effectively market to students on Instagram to increase their engagement with your Career Services team. Often, we know marketing is an added responsibility to our already full plates as Career Services professionals. This session will not only demonstrate ways diversify content while maintaining your brand, but also how to collaborate with your team so you can achieve your goals. This is what we call our "Dream Team"! You'll leave our session feeling empowered to embark on marketing with Instagram without the stress of the added responsibility.

Learning Objective(s):

- Methods to increase student engagement with Instagram.
- Ways to streamline collaboration on marketing efforts in addition to your day-to-day responsibilities.
- Develop new brand strategies while diversifying content. ~ Engage your campus partners and increase followers simultaneously.

Presenter(s):

- Kristi Walker,
- Megan Michel, College of Computing at Georgia Tech
- Jasmine Posey, College of Computing at Georgia Tech

Presentation Date:

Tuesday, 12/15/2020, 4:15:00 PM - 5:15:00 PM

Presentation Type:

Roundtable Discussion

Title: Departmental Liaisons - Building Relationships with Key Stakeholders

Topic(s):

- Career Advising/Counseling
- Employer Relations

Geared Toward: Colleges

Proposal: This presentation will be created and presented by Career Coaches in the Office of Career Management, located inside the Darla Moore School of Business, at the University of South Carolina. Our office works directly with employers, faculty, staff, student organizations, campus offices, and external stakeholders to create valuable pathways for students to gain access to our services. Our four Undergraduate Career Coaches are assigned students by major, allowing our team to work closely with departments for educational outreach opportunities. We inform our student populations of relevant resources, information, and knowledge related to their areas of study. This provides us with a direct and specialized approach to assisting students within the Darla Moore School of Business. This roundtable discussion will assist participants in identifying key stakeholders that can assist them with their service outreach. As a group, we will discuss how to leverage campus and employer partnerships to serve our collective student populations. Our office is dedicated to translating our stakeholder outreach strategies into general best practices that can be applicable to all offices. We will create virtual worksheets to ensure participants receive truly useful takeaways and ideas for next steps.

Learning Objective(s):

Presenter(s):

- Kacie Ingram, Darla Moore School of Business - University of South Carolina, Columbia
- David Foster, Darla Moore School of Business - University of South Carolina, Columbia

Presentation Date:

Tuesday, 12/15/2020, 4:15:00 PM - 5:15:00 PM

Presentation Type:

Roundtable Discussion

Title: Eye of the Tiger: Coaching Student Employees for Success

Topic(s):

- Administration

Geared Toward: Colleges

Proposal: Student employees are often essential contributors to the successful operation of career centers. For those who meet directly with students, we prepare them to answer questions and provide guidance across a variety of topics, including career readiness. Beyond training them in these ways, how are we preparing them for their own success? This session explores a range of professional development opportunities for student employees centered around career readiness with a special emphasis on cultivating Career Management. We will discuss options such as reflective meetings, leadership opportunities, trainings, participation in career center programming, and professional development plans, as well as how to determine which options are right for your office. In addition, we will look at ways to assess student employee development and learning through qualitative feedback.

Learning Objective(s):

- Understand the importance of creating an intentional and robust student employee professional development program
- Identify and tailor a variety of professional development opportunities based on specific needs and goals
- Track and assess student employee development and learning

Presenter(s):

- Anna Claire Stinson, University Career Center, Auburn University
- Christina Bevilacqua, University Career Center, Auburn University

Presentation Date:

Tuesday, 12/15/2020, 4:15:00 PM - 5:15:00 PM

Presentation Type:

Roundtable Discussion

Title: How to Write Emails that Employers Will Respond To

Topic(s):

- Employer Relations

Geared Toward: Colleges

Proposal: When it comes to employer engagement, effective email communication is vital. At the Vanderbilt University Career Center, we follow three golden rules when writing outreach emails. In order to properly convey the importance of this form of communication to attendees, examples of well-written emails and examples of poorly written emails will be presented. Key ideas that we'll review: 1. tone of emails 2. specific phrases to avoid 3. phrases that prompt a response We'll also take a few minutes and practice writing outreach emails that can be immediately used. Leave the conference with more confidence in your communication skills.

Learning Objective(s):

Presenter(s):

- Penny Baga, Vanderbilt University

Presentation Date:

Tuesday, 12/15/2020, 4:15:00 PM - 5:15:00 PM

Presentation Type:

Roundtable Discussion

Title: International Students and Curricular Practical Training (CPT): What Career Development Professionals Need to Know

Topic(s):

- Career Advising/Counseling

Geared Toward: Colleges

Proposal: International students encounter a lot of challenges while studying in the United States. One of the major challenges is gaining work experience while still a student. Having an undergraduate or graduate degree from a US college or university is heavily valued overseas. Most international students will gain experience through the traditional post graduate route of Optional Practical Training (OPT), and some students will be hired, receiving an H1-B visa for three years. There is a narrow group of international students who, because of their major, require an internship, cooperative experience, or practicum for course credit. These students will need to manage the complex Curricular Practical Training (CPT) process, wherein they can only work part-time in most cases. However, if an international student works two semesters on CPT, they forfeit an opportunity for the OPT experience. These international students find themselves limited, based on their curricula, with those most affected in the science, technology, engineering, and math (STEM) fields. During this session, participants will learn about the process of CPT, and how students and career development professionals are impacted by this process.

Learning Objective(s):

- Participants will learn about the CPT process.

Presenter(s):

- Mason Murphy, Texas State University

Presentation Date:

Tuesday, 12/15/2020, 4:15:00 PM - 5:15:00 PM

Presentation Type:

Roundtable Discussion

Title: It's Not a Moment, It's a Movement!

Topic(s):

- Diversity and Inclusion

Geared Toward: Colleges

Proposal: Sparked by the killings of George Floyd, Breonna Taylor, and the Black Lives Matters movement, we at the Texas Woman's University Career Connections Center decided to examine the barriers that our students face in their lives and in their careers. Texas Woman's University is the nation's largest university primarily for women and the 6th most diverse with 61% minority students. We want to acknowledge that diversity and inclusion are more than just a statement. As a staff, we want to strive beyond cultural competency to reach cultural humility. To address this, we have created a year-long professional development plan for our internal staff that examines different identities and the unique challenges and barriers that our students face in pursuing careers. Through this in-depth internal program, we strive to gain new perspectives on how we can empower students to dismantle social injustice barriers as they pursue their careers.

Learning Objective(s):

Presenter(s):

- Lucy Moran, Texas Woman's University
- Vianet Garza, Texas Woman's University
- Trevor McCray, Texas Woman's University
- Brookelyn Bush, Texas Woman's University

Presentation Date:

Tuesday, 12/15/2020, 4:15:00 PM - 5:15:00 PM

Presentation Type:

Roundtable Discussion

Title: Major Uncertainty: Assessing Student Confidence in their Choice of Major

Topic(s):

- Assessment and Data Analytics
- Career Advising/Counseling
- Technology

Geared Toward: Colleges

Proposal: Many students declare a major on their admission application to avoid negative stigmas associated with being undeclared or undecided. This choice of major is oftentimes researched and unexplored, leading to an increased chance of changing that major later on. In Summer of 2019, UCF Career Services and Knights Major Exploration and Transition Center partnered up to launch a major confidence assessment and exploration program to incoming First Time In College (FTIC) students. This was delivered during orientation to over 4,000 students. Students were asked to rate their confidence in their major before and after completing an interest assessment. Through personal self-assessment, it offers transformative opportunity by showing students how their major and career choices fit their values and interests as well as offers opportunities to continue exploring. Over 60% of students either increased or decreased their confidence in their major. Additionally, nearly 80% of undeclared students were able to identify a major of interest. We will review our key takeaways and discuss best practices in launching your own major confidence program, as well as discuss with participants best early intervention strategies to foster student career planning.

Learning Objective(s):

Presenter(s):

- Emily Flositz, University of Central Florida Career Services

Presentation Date:

Tuesday, 12/15/2020, 4:15:00 PM - 5:15:00 PM

Presentation Type:

Roundtable Discussion

Title: One Size DOESN'T Fit All: Reimagining Programming

Topic(s):

- Career Advising/Counseling
- Diversity and Inclusion
- Employer Relations

Geared Toward: Colleges

Proposal: The vision for career services and employer relations was clear starting in 2020. Then, late February and early March hit with students moving off-campus and restrictions to employer travel. Career services and employer relations had to rethink traditional content, change direction, and grow; now in a virtual format. At North Carolina A&T State University, the Office of Career Services had to stop planning for the Annual Career & Leadership Conference and North Carolina Central University's Career & Professional Development Center had to rethink the Employer Breakfast. Both offices provided virtual services for diverse student populations and employers, but how could they translate these meaningful high-impact in-person programs into a compelling virtual experience? Simply mimicking the in-person event to a virtual session was unrealistic. NCA&T pivoted to hosting a series of Lunch & Learn webinars for students, while NCCU shifted to a Virtual Employer Roundtable. Hear from two career professionals about refocusing in-person programming to engaging virtual content for students and employers at HBCUs, with adaptations for all environments.

Learning Objective(s):

Presenter(s):

- Cierra Wilson, North Carolina Central University
- Christy Dunston, North Carolina A&T State University

Presentation Date:

Tuesday, 12/15/2020, 4:15:00 PM - 5:15:00 PM

Presentation Type:

Roundtable Discussion

Recruiting in a Virtual World: Creative Ways to Engage with Students

Topics(s):

- Employers
- Employer Relations

Geared Toward: Employers

Proposal: It is no secret that COVID-19 has brought unexpected challenges for both colleges and employers. This roundtable will discuss creative ways to engage and stay in touch with students in a virtual world. For many employers, attending recruiting on campus isn't an option right now. Come listen to how Cherry Bekaert has shifted to a virtual recruiting model. With minimal staff and budget, personal connections and engagement may be made with students. Participants will have an opportunity to ask questions and share ideas for a path forward.

Learning Objectives (s):

- Participants will gain insight into developing new approaches for student engagement with minimal resources in a virtual environment.
- Participants will share best practices and challenges with colleagues.

Presenter(s):

Paige Bell, Cherry Bekaert

Kayla McGilvray, Cherry Bekaert

Presentation Date:

Tuesday, 12/15/2020, 4:15:00 PM - 5:15:00 PM

Presentation Type:

Roundtable Discussion

Title: Red Table Talk: MicroAggression Edition

Topic(s):

- Diversity and Inclusion

Geared Toward: Colleges

Proposal: In our years of professional work within and out of higher education we have experienced our own fair share of microaggressions in both work settings. We have shared with students how to tell if a conversation is benign or a microaggression and how they can best serve themselves by addressing those issues, if necessary. As professionals we realized that students needed to be prepared not just for the interview but how to navigate the world of work. Under the umbrella of microaggression you have microassault, microinsult and microinvalidation. As such we want to share with our colleagues strategies that we have used with the students by providing examples of what they are and how to address them.

Learning Objective(s):

Presenter(s):

- Donna Lee, University of Louisville
- Jada Meeks, The University of Memphis

Presentation Date:

Tuesday, 12/15/2020, 4:15:00 PM - 5:15:00 PM

Presentation Type:

Roundtable Discussion

Title: Re-envisioning Recruiting and Career Services: Reframing and Moving Forward During a Worldwide Pandemic

Topic(s):

- Administration
- Employer

Geared Toward: Both Colleges & Employers

Proposal: As professionals, we have spent the last nine months adapting our services and plans amidst a pandemic. Strategic plans were disrupted, budgets were redefined, engagement moved online, and resources lost in a very short timeframe. Up to this point, our leadership has often been reactionary, responsive, and involved quick decision making. With nearly a year of change under our belts, it is time to reflect, retool, and reframe how we deliver services. These facilitated networking discussions will allow participants to pause to process and reframe the challenges into opportunities. Facilitators will utilize the Kubler-Ross Change Curve to guide discussion around personal and organizational progress. Participants will engage in active dialogue to explore different service models. What is working? What is not? Are there areas where we still have work to do? What changes are we keeping long-term? As we analyze workflows and efficiencies, participants will discuss student engagement, resources/personnel, technology best practices, special populations, and the diverse stakeholders we serve. Following this reflective session, participants will be prepared to re-envision the future with renewed energy.

Learning Objective(s):

- Analyze current service models and collaborate with colleagues to share best practices
- Develop new approaches for student engagement, resources/personnel, technology, and engaging with diverse stakeholders
- Utilize the Kubler-Ross Change Curve to evaluate personal and organizational progress

Presenter(s):

- June Coleman, Emporia State University
- Dana Nordyke, Washburn University

Presentation Date:

Tuesday, 12/15/2020, 4:15:00 PM - 5:15:00 PM

Presentation Type:

Roundtable Discussion

Title: Student Skill Development Through Virtual-Micro Projects

Topic(s):

- Employer Relations
- Experiential Education

Geared Toward: Both Colleges & Employers

Proposal: When most of our students stepped off campus for Spring Break, we did not anticipate the adverse impact COVID-19 would have on internships and summer opportunities. In response, the Texas A&M University Career Center, in partnership with the Department of Marketing at Mays Business School, developed a Virtual Micro-Project Initiative. This initiative provided opportunities for students at the business school to enhance their skills, grow their networks, and gain hands on project experience in their areas of interest. During this round-table, we'll discuss the idea inception, how we developed campus and industry partnerships, outcomes and feedback from students and employers, and considerations for future launches outside of the world of COVID-19.

Learning Objective(s):

Presenter(s):

- Aaron Longoria, Texas A&M University - College Station, TX Career Center
- Sarah Bugh, Texas A&M University - College Station, TX Career Center

Presentation Date:

Tuesday, 12/15/2020, 4:15:00 PM - 5:15:00 PM

Presentation Type:

Roundtable Discussion

Title: Students with a Vision for Employer Engagement

Topic(s):

- Career Advising/Counseling
- Employer Relations

Geared Toward: Colleges

Proposal: The Sciences Career Fair at Texas A&M University has traditionally been managed by a few staff within our centralized career center. In the spring of 2020, we had a vision for greater student engagement and ownership of the event and initiated the formation of a student volunteer organization to participate in all aspects of planning and executing the Fall 2020 Sciences Career Fair, not knowing that we would be forced to change our focus to a virtual event. Students gained experience in event planning, project management, marketing, peer education and communication with employers. The Career Center benefitted from their new ideas and perspectives, their motivation to reach out to new employers of interest and their unique ability to connect with their peers across the university. At this session we will share experiences and exchange ideas on programs and practices that motivate and equip students to engage effectively with employers, develop transferable skills, build confidence and increase career readiness.

Learning Objective(s):

Presenter(s):

- Patricia Edgar, Texas A&M University

Presentation Date:

Tuesday, 12/15/2020, 4:15:00 PM - 5:15:00 PM

Presentation Type:

Roundtable Discussion

Title: 'They're All My Children!' Parenting and Working from Home

Topic(s):

Geared Toward: Both Colleges & Employers

Proposal: Parents in our field had unique challenges this year when it came to balancing their office responsibilities with their home life. Taking care of webinars, Zoom meetings, conference calls, emails, slack messages while simultaneously managing their kids schoolwork and helping them through this strange and uncertain time. I'm interested in hosting a round table where parents can share their frustrations and best practices that helped them get through that part of their COVID-19 experience. I predict that even after this pandemic passes, working remotely will be much more commonplace, plus there are those times when parents need to 'go remote' from time to time. I had a small taste of this when each of my three kids were born - after their mom went back to work I was fortunate enough to stay at home with them for upwards of 12 weeks to help continue the nurturing and development process, all while maintaining and accelerating my positions at the time.

Presenter(s):

- Matt Purdy, Murray State University

Presentation Date:

Tuesday, 12/15/2020, 4:15:00 PM - 5:15:00 PM

Presentation Type:

Roundtable Discussion

Title: Using First Destination Data to Enhance Employer Relations

Topic(s):

- Assessment and Data Analytics
- Employer Relations

Geared Toward: Both Colleges & Employers

Proposal: Data informed decision making is imperative across all aspects of career development. Measurable outcomes allow career professionals to establish a strategy for employer outreach and engagement. Geographical location, types of employers, and other trends among students' first destinations can inform employer relations teams on what organizations to target when creating strategy for outreach. In this session, the Center for Career Development at UT Knoxville will share how they use first destination data to inform and enhance employer relations strategy. The Center for Career Development will detail how to analyze reported outcomes by major and location data. We will demonstrate how we create specific criteria and measurable outcomes regarding employer outreach. Lastly, we will explore other ways to use this data to uncover more trends and support specific student populations. We hope to facilitate a discussion among career professionals regarding the use of first destination data and how it can inform our practice.

Learning Objective(s):

- Attendees will learn how to use outcome data to enhance employer relations practices
- Attendees will learn the methodology of analyzing first destination data to determine common locations and employers reported by graduates

Presenter(s):

- Cameron Hatcher, University of Tennessee, Knoxville

Presentation Date:

Wednesday, 12/16/2020, 9:00:00 AM - 10:00:00 AM

Presentation Type:

Breakout Session

Title: Career Development for 2-Year College Students: 10 Steps to Success

Topic(s):

- Career Advising/Counseling

Geared Toward: Both Colleges & Employers

Proposal: "Career Development for Two-Year College Students: 10 Steps to Success" will provide an overview of a recently developed succinct online guide designed to inspire community college students to be proactive about their future. Developed as a complement to their curricular training, the guide provides structure to what can be an ambiguous process (career planning), especially at a two-year college. While completing the "10 Career Development Steps to Success", students will be building proficiency in the 8 NACE Career Readiness competency areas.

Learning Objective(s):

- Attendees will learn 10 simple steps to support the career development of two-year college students that align with the NACE Career Readiness Competencies.
- Receive a copy of the new virtual career development guide to use as a sample when creating their own
- Identify ideas for collegewide implementation

Presenter(s):

- Brenda Williams, Southwest Tennessee Community College

Presentation Date:

Wednesday, 12/16/2020, 9:00:00 AM - 10:00:00 AM

Presentation Type:

Breakout Session

Title: Don't "Tress": Exploring the unconscious bias of cultural professionalism for Black & Brown students

Topic(s):

- Diversity and Inclusion

Geared Toward: Both Colleges & Employers

Proposal: The job and internship search comes with much stress for students; from making sure their resume is portraying qualifying experiences to giving great impressions to employers. This stress can cause students to experience anxiety, confusion, and create barriers as they worry to depict themselves as the right "fit" for desired companies. These factors are heightened for students of color as they also deal with the pressures of assimilation to what is deemed "professional culture." Examples of targeted worries for these students are their hair styles for interviews, how their name looks on their resume, and leadership experiences in identity based organizations. During this interactive breakout session, the facilitators will discuss the struggles students of color experience when navigating cultural fit in the professional world, how employers can create a welcoming and inclusive atmosphere for candidates, and programming career centers can do to ensure students and employers are educated on equitable hiring processes. Participants will leave this session with better ways of acknowledging unconscious bias and best practices for obtaining a more inclusive culture.

Learning Objective(s):

- Participants will learn the struggles students of color experience when navigating cultural fit in the professional world, how employers can create a welcoming and inclusive atmosphere for candidates, and programming career centers can do to ensure students

Presenter(s):

- Toria Carter, University of Georgia
- MarKeicha Dickens, University of Georgia

Presentation Date:

Wednesday, 12/16/2020, 9:00:00 AM - 10:00:00 AM

Presentation Type:

Breakout Session

Title: Envisioning new partnerships with faculty

Topic(s):

- Career Advising/Counseling
- Small Colleges and Universities

Geared Toward: Colleges

Proposal: Faculty partnerships with Career Services offices are integral to students' awareness of resources and career development. The University of Central Florida Career Services was challenged to increase contact and build relationships with faculty as part of its strategic plan. This presentation will focus on new initiatives and partnerships established over the past year, both in-person and virtual. UCF Career Services connects with faculty in a variety of way to provide students with career readiness information. For example, UCF Career Services communicates routinely with faculty through email messages and newsletters, but intentionally focused on increasing direct contact over the past year. Examples of offerings to faculty include: (a) a webcourse with lesson plans related to career services, (b) an opportunity to sign up for a Handshake student account, (c) Big Interview customized assignments, and (d) an opportunity to participate in a NACE Competency Faculty Champions pilot program. Career Services staff members also liaison with faculty to present in classrooms and form partnerships across the university. Staff members will present how they engage with faculty to impact student success. A discussion will ensue on UCF Career Services intentional plan to partner with faculty, lessons learned, and ideas for the future.

Learning Objective(s):

- Attendees will learn how a large institution involved faculty to increase relationships and infuse career readiness into curriculum
- Attendees will learn about marketing to faculty through various channels
- Attendees will identify new ways to partner with faculty

Presenter(s):

- Doris Alcivar, University of Central Florida
- Emily Flositz, University of Central Florida

Presentation Date:

Wednesday, 12/16/2020, 9:00:00 AM - 10:00:00 AM

Presentation Type:

Breakout Session

Title: Graduate Student Programming-Meeting Special Needs of MS and Ph.D Students

Topic(s): Career Advising/Counseling, Employer Relations, Experiential Education

Geared Toward: Both Colleges & Employers

Proposal: Need to expand your services for graduate students? Graduate students have their own needs, many will attend a new institution for only one or two years, and others may be on campus for five-plus years. Graduate students have a particular list of needs and want to have special programming. Georgia Institute of Technology has created graduate workshops, graduate groups, and a two-day event called the Career, Research, and Innovation Development Conference (CRIDC) to help meet graduate students' needs. The event features one day of career education panels with alumni and industry experts and poster completion followed by a daylong graduate career fair. The conference is possible by partnering with: Graduate Student Government Association (Grad SGA) Office of the Vice Provost for Graduate Education and Faculty Development, GT Career Center Georgia Tech Professional Education (GTPE) Communication Center Venture Labs Colleges (Provide travel grants) Meet graduate student needs, engage graduate students, and partner across campus. Georgia Tech has successfully held a graduate conference for 12 years.

Learning Objective(s):

- Provide a platform for graduate students to develop and exhibit their ability to communicate with the broader professional community.
- Promote access to the resources available to graduate students through resources across campus. Colleges (Provide travel grants)
- Present opportunities for graduate students to explore their career options.

Presenter(s):

- Robbie Brawner Ouzts, Georgia Institute of Technology

Presentation Date: Wednesday, 12/16/2020, 9:00:00 AM - 10:00:00 AM

Presentation Type: Breakout Session

Title: Making ConneXions: Equipping Innovative Students for 21st Century Careers

Topic(s): Diversity and Inclusion, Small Colleges and Universities

Geared Toward: Both Colleges & Employers

Proposal: The Career Pathways Initiative (CPI), under the sponsorship of the United Negro College Fund (UNCF) and funded by Lilly Endowment Inc., aims to improve the ability of educational institutions to serve their two primary stakeholders: students who rely on these institutions to prepare them for life after graduation and employers who look to them for well-prepared college graduates. To simultaneously serve both students and employers, Tougaloo College has deepened their support for students by: More intentionally integrating education and career preparation through stronger internships, more effective experiential learning opportunities, career counseling, and other activities; Increasing awareness of professional job market requirements; and Reconsidering the knowledge 21st century students need in the workforce of tomorrow.

Learning Objective(s):

- Expand our understanding of intentional academic initiatives that promote equity, diversity, and inclusion in the workforce.
- Develop new practices that invite broader employer involvement
- Create a space for designing and modeling collaborative student success and career readiness endeavors

Presenter(s):

- Dr. Melissa McCoy, Tougaloo College
- Dr. Whitney McDowell-Robinson, Tougaloo College

Presentation Date: Wednesday, 12/16/2020, 9:00:00 AM - 10:00:00 AM

Presentation Type: Breakout Session

Title: The Trifecta = Employers + Faculty + Career Services: Partnering to Enhance Student Career Readiness

Topic(s): Administration, Employer, Employer Relations

Geared Toward: Both Colleges & Employers

Proposal: Over the last three years, over 1,200 undergraduate students have engaged in our unique career readiness program, including a bi-annual professional development summit, classroom presentations, and a series of online career development modules embedded in for-credit courses. Led by a 15-member steering committee composed of humanities faculty and supported by employers, employer relations and career coaches, this program was designed to help humanities students leverage skills gained in the curriculum to communicate their potential fit to employers. The success of this program lies in the extensive partnership between employers, faculty, and career services to develop customized career readiness content for curricular and co-curricular engagement. Employers from the financial services, visual arts, consulting, technology, automotive, and staffing industries have contributed program content and engaged with students. The success of this program was previously featured in the annual conference programming for the National Humanities Alliance, a nationwide coalition of 200+ organizations advocating for the humanities. This model can be easily transported across majors. This session is ideal for employers seeking to deepen campus student engagement, employer relations seeking new approaches for industry engagement, and for career teams who desire to engage faculty and employers together as partners in career readiness.

Learning Objective(s):

- Participants will be able to understand faculty needs when engaging in partnered programming
- Participants will be able to assess employer needs when engaging in partnered programming
- Participants will be able to understand the components of a collaborative career readiness program and customize the model to fit their unique objectives

Presenter(s):

- Nicole Hall, University of North Carolina Greensboro
- Frances Bottenberg, University of North Carolina Greensboro
- Aarti Ramakrishnan, Infosys

Presentation Date: Wednesday, 12/16/2020, 10:15:00 AM - 11:15:00 AM

Presentation Type: Breakout Session

Title: "I'm Stressed, You're Stressed, Everybody's Stressed": Career Service Practitioners Coping and Supporting in a Ever-Changing Climate

Topic(s): Career Advising/Counseling

Geared Toward: Colleges

Proposal: Career counselors are on the front lines of battling student stress and are often the weight barriers of anxiety, depression, and life interruptions. This session will focus on career advisors, liaisons/specialists, and administrators who continually assist and develop students in an ever changing climate. 2020, dubbed the year of stress, has led to a path filled with many highs and lows. It is incredibly important to have an assortment of tools and techniques at your disposal. This way, when stress strikes, we have a plethora of options to deal with it healthfully. We will review the best ways to support several student populations in times of crisis. How do students process these changes and difficulties? We will review what self-care looks like as a professional. How do we keep work at work? Campus resources, understanding FERPA, and who we can run to are also crucial in advice giving and receiving. Counselors need counseling, advisors need advice, and this session will highlight the SoACE mission of fostering relationships and supporting one another.

Learning Objective(s):

- After engaging with this session, attendees will be able to articulate three or more different ways a student may present stress during an interaction.
- After engaging with this session, attendees will demonstrate knowledge of self-care techniques by being asked to integrate them into daily practice.

Presenter(s):

- Casey Lowe, UNC Chapel Hill
- Brianna Edwards, Georgia Tech
- Tory Dellafora, Florida State University

Presentation Date: Wednesday, 12/16/2020, 10:15:00 AM - 11:15:00 AM

Presentation Type: Breakout Session

Title: "Pivot! Pivot!": Bringing 2020's new technology trends into focus

Topic(s): Administration, Assessment and Data Analytics, Career Advising/Counseling, Employer, Technology

Geared Toward: Both Colleges & Employers

Proposal: 2020 has been a year that has required adaptability and innovation for most all professionals. With no exception, Career Services professionals have been adapting and innovating to ensure the services provided to stakeholders, such as students, employers, and community members, are seamless. Dr. Yasir Kurt (principal investigator), Elena Aguinaga, and Karen Ivy from Texas A&M University-San Antonio worked together to launch an IRB-approved study. The goal of the study was to find data from across the nation about how career services has pivoted in the use of technology to provide services in a time where most of us are working remotely. The outcomes and trends uncovered in this study indicate what tools are most relied upon and what technology is anticipated as trending in the future of our field. This session will detail these findings from this quantitative and qualitative study. The study is in progress with a strong set of data already, and our completed data is anticipated by late summer/early fall.

Learning Objective(s):

- The participants will gain knowledge of what data trends exist in Career Services with regard to technology use during the COVID-19 pandemic.
- The participants will consider new ways of using technology to engage with stakeholders.
- The participants will create future strategy and plans for successful use of technology to assist their roles in Career Services.

Presenter(s):

- Karen Ivy, Texas A&M University-San Antonio
- Dr. Yasir Kurt, Texas A&M University-San Antonio
- Elena Aguinaga, Texas A&M University-San Antonio

Presentation Date:

Wednesday, 12/16/2020, 10:15:00 AM - 11:15:00 AM

Presentation Type:

Breakout Session

Title: Into the Light: Transitioning On-Campus Student Employment into Career Services: Lessons Learned, Obstacles Faced, & Positive Changes

Topic(s):

- Administration

Geared Toward: Colleges

Proposal: In 2018, an LSU university work group was established to review on-campus student employment. Through months of review, assessment, and research, a proposal was approved through university leadership to move the functional program of on-campus student employment from a one woman show in Financial Aid to be housed within the LSU Olinde Career Center. Late 2019, we embarked on a journey to serve as the new "home" for on-campus student employment. With much learning, new partnerships with several key university departments, and using our own student employee program as a guide, we set out to enhance the student employee experience for LSU students. Come learn how we balanced our aspirations with institutional and financial realities to make practical changes, including: updates to outdated university policies & procedures, centralized communications to student employee supervisors, functional resources for departmental student employee programs, and moved from a placement model for Federal Work Study to a mutual selection process funneled through Handshake. We would like to share the ins and outs of taking on on-campus student employment, what we wish we knew prior, and what we have learned along the way.

Learning Objective(s):

- Participants will reflect on student employment models at their respective universities.
- Participants will share best practices and challenges in small groups.

Presenter(s):

- Jesse Downs, LSU Olinde Career Center
- Jessica Glasgow, LSU Olinde Career Center

Presentation Date:

Wednesday, 12/16/2020, 10:15:00 AM - 11:15:00 AM

Presentation Type: Breakout Session

Title: Liberal Arts Career Course: Developing Curriculum with Faculty

Topic(s):

- Career Advising/Counseling

Geared Toward: Colleges

Proposal: "What are you going to do with that?" Unfortunately, this is a common question that our liberal arts students face when asked about their major. In an effort to engage in early career conversations with liberal arts students, the LSU Olinde Career Center and the LSU College of Humanities & Social Sciences (HSS) partnered together to create and implement a first-year career course for liberal arts students (specifically living in the Residential College), that is solely taught by faculty members across 16 sections. In this session, participants will gain best practices on how to integrate a career course that is tailored to the liberal arts but strategically built around career learning objectives, presented from the unique perspective of the HSS Career Coach and the integral HSS faculty member that designed this course for 200+ students. During the hour, presenters will lead participants through the stages of curriculum development and how to develop a workable syllabus between faculty and career center professionals that can be used in a virtual or in-person format. Presenters will also lead participants in creating communicative-intensive assignments that foster high-impact learning, especially for liberal arts students.

Learning Objective(s):

- How to develop a workable syllabus between faculty members and career center professionals so that the content can be delivered by non-career center staff members
- How to create communicative-intensive assignments so that students can verbalize who they are as students and future professionals
- How to integrate high-impact programming/events (i.e. alumni involvement) into the course so that liberal arts students can explore and identify the versatility of their degrees

Presenter(s):

- Kelly Rownd, LSU/Olinde Career Center
- Erin Halloran, LSU/College of Humanities & Social Sciences

2020 SoACE Conference – Session Descriptions

Presentation Date:

Wednesday, 12/16/2020, 10:15:00 AM - 11:15:00 AM

Presentation Type:

Breakout Session

Title: Staying Relevant in Today's Virtual Recruiting World

Topic(s):

- Employer

Geared Toward: Employers

Proposal: The virtual recruiting world is here to stay. Join fellow employers to share and hear best practices in order to enhance your virtual brand and stay well-connected with key contacts on and off campus.

Learning Objective(s):

Presenter(s):

- Wayne Hampton, Disney
- Holly McDonough, Cintas

Presentation Date:

Wednesday, 12/16/2020, 10:15:00 AM - 11:15:00 AM

Presentation Type:

Breakout Session

Title: Stumbling into Innovation: GT Employer Town Halls

Topic(s):

- Employer Relations
- Technology

Geared Toward: Both Colleges & Employers

Proposal: During stressful times, we have to choose where to dedicate our energy and resources. Come learn how the Georgia Tech Career Center's investment in Virtual Employer Town Halls created an engaged virtual community of almost 200 employers, developed closer relationships with our campus stakeholders, provided a communication and marketing platform, and captured valuable employer data. The Career Center has hosted over 10 Employer Town Halls that have over 6,000 views. We will share the origins of the Town Halls, topics for each session, and tips to sustain audience involvement over a series of virtual events. We will showcase the employer data collected over the Town Hall sessions and demonstrate how that data strategically informed our Fall 2020 career operations.

Learning Objective(s):

- Individuals will be able to share at least 3 data points related to how COVID-19 altered college recruiting
- Attendees will be able to identify 2-3 techniques to effectively engage and sustain audiences in virtual events

Presenter(s):

- James Barricelli, Georgia Tech

Presentation Date:

Wednesday, 12/16/2020, 10:15:00 AM - 11:15:00 AM

Presentation Type:

Breakout Session

Title: To Go or Not To Go: Considerations for Black Professional Contemplating Doctoral Programs

Topic(s):

- Diversity and Inclusion

Geared Toward: Colleges

Proposal: Deciding to pursue a terminal degree is a daunting prospect for Black professionals. A report by the National Science Foundation (NSF) indicated that 6.9% of doctoral recipients in 2018 were Black. Terminal degrees are becoming more essential for individuals leading career center operations as more institutions elevate the profile and visibility of career services. This session will explore some of the factors specific to Black professionals who are considering whether a doctoral degree is right for them. The presenters will share their personal experiences choosing to pursue their doctorate degree, how they balance their full time roles with a demanding program and other competing responsibilities, the challenges that they have faced, and the steps they've taken to achieve success. The perspective will be shared from one in the dissertation phase and a recent graduate. This session will discuss and foster a supportive environment for session attendees to share their stories to help others. References National Science Foundation, National Center for Science and Engineering Statistics. (2019). Doctorate Recipients from U.S. Universities: 2018. Special Report NSF 20-301. Alexandria, VA. Available at <https://nces.nsf.gov/pubs/nsf20301/>.

Learning Objective(s):

- Learn different considerations for deciding whether or not to pursue a terminal degree.
- Identify successful tactics to successfully persist to completion.
- Establish a support system to gain additional support for remaining on track to graduate.

Presenter(s):

- Emmanuela Stanislaus, FIU
- Toni Avant, University of Mississippi