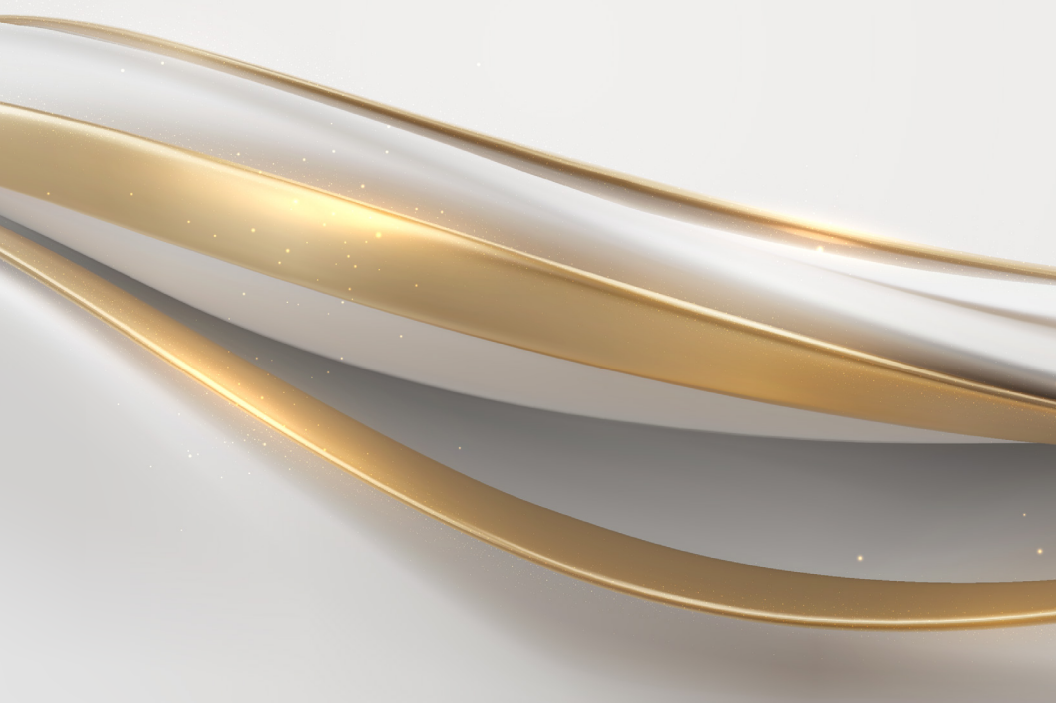




Awards Program

WINNERS AND HONORABLE MENTIONS

JUNE 2023



ABOUT NACE

Established in 1956, the National Association of Colleges and Employers (NACE) is a professional association that connects over 15,400 college career services professionals, university relations and recruiting professionals, and the business solution providers that serve this community.

NACE believes in a world that is inclusive in approach and where equal opportunities and equitable outcomes exist for all. Read NACE's Diversity, Equity, and Inclusion Statement at www.naceweb.org/dei-statement.

VISIT WWW.NACEWEB.ORG/NACE-AWARD-WINNERS
FOR PERSONAL COMMENTS FROM SEVERAL OF
THIS YEAR'S WINNERS.

Business Affiliate Innovation Award

CO-WINNER

THE EY VR INTERNSHIP OF THE FUTURE

Cappfinity

Nicky Garcea, La Toya Hodge, Trudy Steinfeld

The EY VR Internship of the Future is an immersive, inclusive and innovative approach to early careers attraction and recruiting. Utilizing virtual reality and other digital technologies, the internship program provided much greater insights into the authentic working world of EY. The internship provided students with access to all levels of the EY ecosystem, enabled them to gain confidence and a greater understanding of their own skills and competencies, and created opportunities to join the EY working world of the future.

CO-WINNER

PATHWAYU

jobZology, Creators of PathwayU

Eric Leftwich, Travis Hevelone, Bryan Dik, Kurt Kraiger, and the 180+ colleges and universities that use PathwayU to guide learners to a purpose filled, education to career journey.

PathwayU is the patented education-to-career guidance platform. Using predictive science, PathwayU empowers each learner with tools for self-discovery, career exploration, major mapping, and connection with employment. PathwayU partners bolster their institutional brand promise by using it while marketing, recruiting, and counseling in the classroom and to further support alumni. It's time to go beyond simple career assessments. Let PathwayU become your simple and affordable answer to complicated problems all along the education continuum.

Career Readiness Excellence Award

WINNER

W&M PROFESSIONAL DEVELOPMENT ACADEMY TO PROFESSIONAL DEVELOPMENT WEEK: CAREER COMPETENCIES AT SCALE

William & Mary

**Kathleen I. Powell, Kelly O'Shaughnessy, Lisa Randolph,
Michael Steelman, and Alex Beard**

The Professional Development Academy was born to engage our students and alumni, connecting them through a common purpose—career readiness—and the curriculum was chosen by participants through a registration process based on the NACE Career Readiness Competencies. This three-day Academy morphed into a weeklong event, at scale, during Professional Development Week.

HONORABLE MENTION

LAUNCHPAD

Peabody Conservatory of Johns Hopkins University

Zane Forshee and Christina Manceor

Peabody launched the Breakthrough Curriculum to adapt Peabody music and dance students' educational experience to the evolving demands of the arts industry. Through the integration of the Breakthrough Curriculum and the LAUNCHPad career services office, we have developed an innovative and scalable model for career readiness education. In addition to facilitating music and dance students' development of high-level skills in performance and artistry through broad and varied artistic opportunities and ensembles, the program also focuses on foundational skills in business and career development to scaffold entrepreneurial thinking, leadership, project development, and citizen artistry in a sequence of traditional coursework and curated project-based learning opportunities. The courses prepare students to confidently share their artistic work with others, and effectively compete for jobs, fellowships, residencies, and other opportunities in real-world community contexts.

Career Services Excellence Award

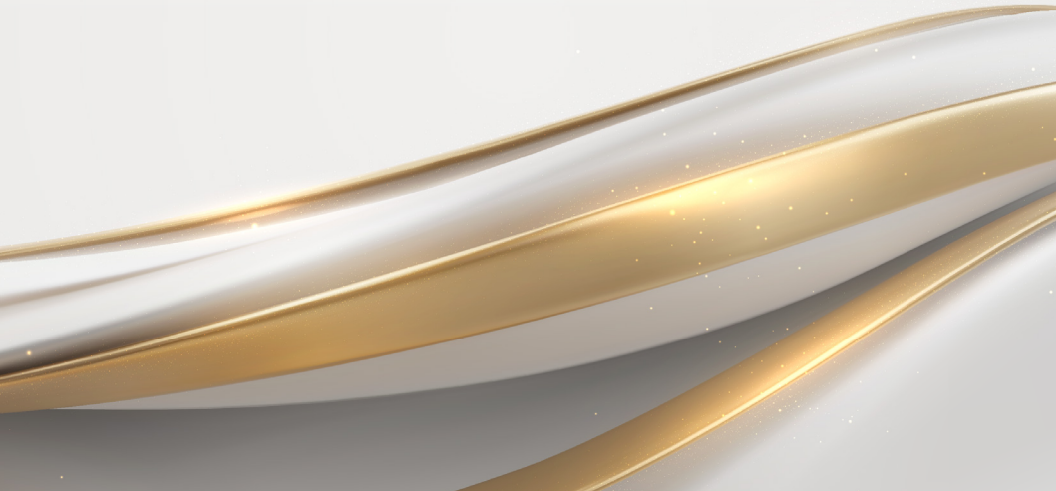
SMALL COLLEGE WINNER

DOMINICAN'S CAREER DEVELOPMENT PROGRAM

Dominican University

Jamie Shaw

Dominican University, a Hispanic-Serving Institution with 64% of students identifying as Latinx and located just outside of Chicago, launched its successful curricular-based career development program in the fall of 2017. The program, composed of four required career development courses, a required internship, and built-in mentorship from Executives in Residence, boasted a 77% success rate within three months of graduation for both its first and second cohorts. The program has continued to expand and, beginning in academic year 2024-25, all undergraduate students at Dominican will be required to be a part of the program as it becomes embedded within the Core Curriculum.



Career Services Excellence Award

SMALL COLLEGE HONORABLE MENTION

PATHWAYS TO CAREER SUCCESS: THE BETSY AND JESSE FINK CAREER DEVELOPMENT PROGRAM

SUNY College of Environmental Science & Forestry

Dr. John Turbeville and Casey Duffy

The Office of Career Services at the State University of New York College of Environmental Science and Forestry created the Betsy and Jesse Fink Career Development Program to enhance equity and access to pursue professional development experiences such as internships, conference attendance, projects, research, and career-related travel. Faced with the reality that the lack of personal funding can sometimes hinder students from taking advantage of life-changing opportunities, students committed to solving current environmental challenges can seek financial support through this program, made possible by the generous donations of alumni and supporters of the College.

DEI@WORK: MEETING STUDENTS WHERE THEY ARE ON THEIR DEI JOURNEY

Endicott College

Kate Chroust, Teresa McGrath, Dale McLennan

DEI@Work is a self-paced, non-credit, online course designed to educate students on the importance of diversity, equity, inclusion, and belonging (DEIB) in the workplace. As a college that requires three internships for all students, we strive to prepare our students to succeed in the workplace, and a crucial part of that preparation is helping them understand the impact of bias, stereotypes, and privilege in a work setting, as well as how DEIB benefits the workplace. Because the content is delivered using Canvas, it is very familiar and easy to navigate for our students, as well as easily replicable by others using any learning management software.

Career Services Excellence Award

LARGE COLLEGE WINNER

CAREER CENTER "I AM FIRST" PROGRAM

California State University - Fullerton Career Center

Elizabeth Zavala-Acevez, Jennifer Mojarro, Stephanie Reyes

The I Am First Program is a cohort-based program for first-generation college students. The main objectives consist of facilitating an asset-based approach mindset and fostering a sense of community/belongingness among their first-gen peers and the campus community. This is accomplished through sessions that focus on self-reflection and providing high-impact experiences around building social capital.

LARGE COLLEGE HONORABLE MENTION

THE IMAGINE CENTER FOR INTEGRATIVE LEARNING AND LIFE DESIGN

Johns Hopkins University

Farouk Dey

The Imagine Center is a physical manifestation of the culture change that Johns Hopkins University launched in 2018 under the leadership of Vice Provost Farouk Dey to replace career planning with a university-shared philosophy of experimentation with curiosity, taking risks, and making connections. The new culture of life design resulted in a division of 15 departments that integrate experiential learning, career and professional development for undergraduate and graduate students, undergraduate research, study abroad, alumni mentoring, and employer engagement to empower all students across the university's nine schools to achieve their life aspirations regardless of background or social capital.

VILLANOVA SCHOOL OF BUSINESS: BACKPACK-TO-BRIEFCASE PROFESSIONAL DEVELOPMENT CURRICULUM

Villanova University

Brenda Stover

The Villanova School of Business's Backpack-to-Briefcase (B2B) professional development curriculum is a critical component of its business education for all undergraduate students, engaging them in professional development activities from first through senior year. B2B integrates career development and NACE Career Readiness Competencies into the core business curriculum, supplementing students' participation in traditional academic courses and providing holistic preparation for professional success. Through B2B, students engage with campus career resources, learn business writing fundamentals, reflect on personal brand and professional values, participate in customized networking etiquette events, prepare for the internship/job search, and showcase their skills in an employer-judged case challenge.

CAREER EVERYWHERE

Center for Career Development, University of Connecticut

Nancy Bilmes, Amelinda Rossitto, Steve Kligerman, Kaitlyn Anderson

The UConn Center for Career Development has made strides to address career inequity at the University through the intentional integration of career into all aspects of a student's experience. Through the Career Everywhere Team and the Career Champions Program, the Center collaborated with faculty, staff, and employers through Academic Liaisons and the Program Designer to offer classroom presentations, training sessions, and career resources to be utilized across the institution.

Diversity, Equity, and Inclusion Excellence Award

COLLEGE WINNER

DISABILITY INCLUSION IN THE WORKPLACE CONFERENCE

Villanova University

**Kevin Grubb, Gregory Hannah, Emily Harris, Connor Hayes,
Maggie Songer, Nicole Subik**

The Villanova University Disability Inclusion in the Workplace Conference is a half-day program designed primarily with hiring employers in mind to help them build disability inclusion into internship and entry-level hire experiences. The conference features students and alumni across the ability spectrum, employers with disability inclusion initiatives, and disability inclusion advocates. Sponsors enable the conference to be free of charge to all attendees, increasing accessibility to the event.

COLLEGE HONORABLE MENTION

THE DEI COLLECTIVE: PROMOTING EQUITABLE ACCESS TO INTERNSHIPS

Johns Hopkins University

Alia Poonawala

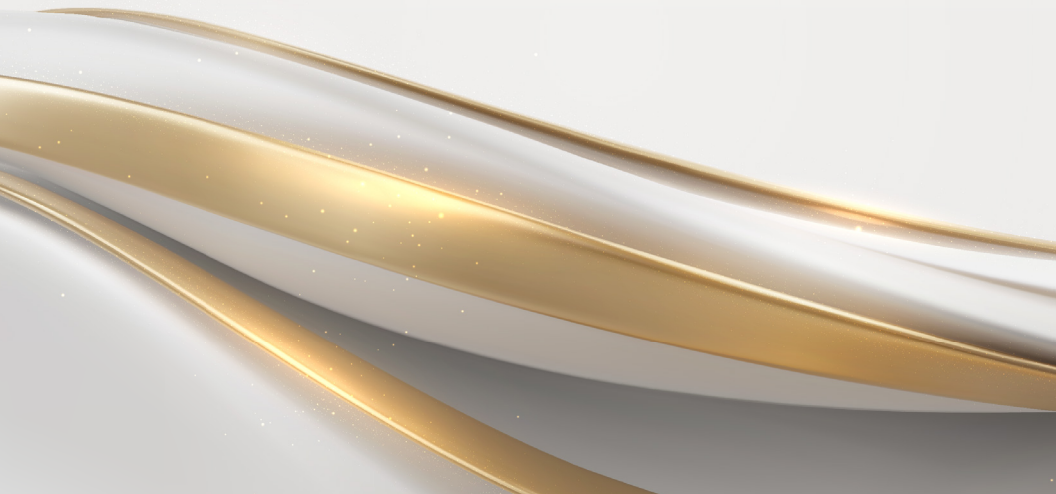
For the past three years, our team at Hire Hopkins, an employer-facing office at Johns Hopkins University, has been running a data-driven, iterative, and outcomes-focused internship recruiting program called The DEI Collective. This program serves a variety of students and historically marginalized groups by bridging the gap between employers who are looking for more representation at their company and students looking for meaningful summer experiences. Selected employers commit to following DE&I best practices and finish the program with student hires (98 unique offers were extended last year). This past year's DEI Collective represents 563 students and 54 employers.

CENTERING IDENTITY: STAFF PROFESSIONAL DEVELOPMENT

Center for Career and Experiential Education Staff at the
University of Rhode Island

Kim Stack, Erica Cassidy, Sarah Miller, Holly Hernandez, Kristin Souza, Brianne Neptin, Ashley Foley, Lisa Kuosmanen, Audra Lavoie, Douglas Ouimette, Brandon Sousa, Jenna Visinho, Kristy Embrack Searles, Lynne Finnegan

The staff in the URI Center for Career and Experiential Education began a professional development DEI journey together that involved self-awareness to better understand our own identities and the role identity plays in the career-development process, accountability to one another for how we go about centering identity in our work, and tangible action steps. The journey was uncomfortable and messy at times but now more than ever so very necessary to best serve our unique students and employer partners. We believe that prioritizing professional development for staff was necessary to best serve our historically underrepresented student population.



EMPLOYER WINNER

ACCELERATE PROGRAM

IBM

Carly Keller

IBM is reinventing learning opportunities for underrepresented students and diversifying the talent pipeline through the IBM Accelerate Program. Accelerate is an eight-week live, virtual learning opportunity to upskill and provide networking opportunities to students across the U.S. while identifying early talent.

EMPLOYER HONORABLE MENTION

INCLUSION PRECEDES INNOVATION: INFOTECH'S COMMITTEE FOR DIVERSITY AND INCLUSION

Info Tech, Inc.

Jillian Dinius

Infotech's Committee for Diversity and Inclusion (CDI) exists to promote diversity, equity, justice, and inclusion for all Infotech employees. Its creation is an extension of one of Infotech's founding principles: treat people right. Established in 2020, the CDI has facilitated education, created accountability, fostered community, and championed belonging at all levels. Using research and feedback, the CDI ensures that, in word and in deed, all Infotech employees, regardless of identity, experience, or belief, are empowered to do their best work. As it evolves, the CDI remains an expression of the best part of Infotech's culture: how we treat people.

Recruiting Excellence Award

LARGE EMPLOYER WINNER

UNIVERSITY RELATIONS

DISH Network

Randi Keller, Christina Shaffer, Haley Schikner, Kelsey Chrissinger, Madison Webster, Sierra Hayes

The recruiting process at DISH Network is designed around the phrase, "recruit once, hire twice." We take significant strides to recruit and match our students to the best-fitting teams in order to increase our intern-to-full-time conversion rate and have a strong representation of innovative, top talent.

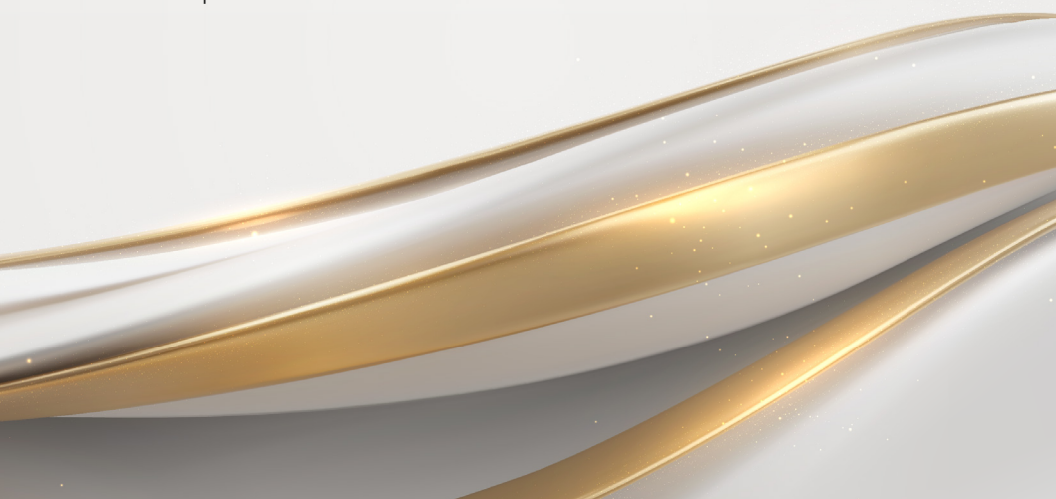
LARGE EMPLOYER HONORABLE MENTION

IBM EARLY PROFESSIONAL HIRING

IBM

Heather Ianuale and Bridget King

Over the last few years, the pandemic has shifted the way Campus Recruiting teams identify top candidates. To continue to excel in a hybrid recruiting environment, IBM democratized access to create an inclusive recruitment process.



Technology Excellence Award

COLLEGE WINNER

CORNELL CAREER DEVELOPMENT TOOLKIT

Cornell University, Cornell Career Services

Jessamyn Perlus, Erica Kryst

Cornell Career Services launched a series of online modules, collectively known as the Career Development Toolkit. The Toolkit offers an up-to-date career curriculum located in the same platform used for academic courses (Canvas) open to all undergraduate and graduate students and alumni. The 325+ pages in 29 self-paced modules include custom games and worksheets that incorporate creative interactive elements to provide approachable career content.

EMPLOYER WINNER

EXPLORE YOUR FIT

Deloitte

The Recruitment Brand and Marketing Team at Deloitte

Explore Your Fit is a custom guide to help students navigate the internship and job search process at Deloitte. Based on the student's responses, they are taken to a customized destination portal that includes an introduction to the business area for which they may be best fit based on their degree and responses to scenario-based A/B questions. They are also provided with alternate fits, information about career progression and training and development opportunities at Deloitte, biographies of professionals within their identified area, and direct links to job opportunities.

NACE/Chevron Award

WINNER

FIRST GENERATION CAREER CONNECTION NIGHT: CLOSING THE EQUITY GAP: FIRST-GENERATION STUDENT SUCCESS CAMPAIGN

Indiana University-Purdue University Indianapolis (IUPUI)

Karley Clayton, Kevin Lema, Brian Benedict, Aaron Hollis

IUPUI has a significant proportion of first-generation college students, and in 2022 the First-Generation Student Success Campaign was organized to support and empower first-generation students in career readiness. The campaign included the First- Generation Career Connections Night, held at the Indianapolis Zoo, providing first-generation undergraduate students from all majors with networking opportunities and career advice. The event aimed to help these students overcome systemic barriers and achieve professional and financial success after graduation.

HONORABLE MENTION

INDIANA CONNECTION LOUNGE AND EXPERIENCE

Ball State University

Jim McAtee

The Indiana Connection Lounge and Experience curates concierge days of branding and connections, bringing to bear all the resources of the university to meet employers' needs. We leverage the career-ready ecosystem at Ball State to engage first- generation and other populations to meet up in the lounge, grab a snack, and connect with people who care about their future, growing student social capital and making meaningful connections.

Sponsored
by Chevron



Career Services Champion Award Winner

GEOFFREY MEARNS | Ball State University

Mentor of the Year Award

SAMARA REYNOLDS | Virginia Commonwealth University

NACE Catalyst Award

GABRIELLE ELLERBROCK | Thermo Fisher Scientific

NACE Rising Star Award

JOSLYN JOHNSON | University of Michigan

Academy of Fellows

HAROLD BELL | Spelman College

Mackes Leadership Award

GLEN FOWLER | Retired Emeritus

2023 Honors and Awards Committee Members

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MAURA QUINN, CO-CHAIR | Liberty Mutual Insurance Company
SARANETTE WILLIAMS, CO-CHAIR | Norfolk State University
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