



2024 NACE AWARDS

WINNERS + HONORABLE MENTIONS

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ABOUT NACE

About the National Association of Colleges and Employers

Established in 1956, the National Association of Colleges and Employers (NACE) is a professional association that connects nearly 17,000 college career services professionals, university relations and recruiting professionals, and the business solution providers that serve this community.

NACE is the leading source of information on the employment of the college educated, and forecasts hiring and trends in the job market; tracks starting salaries, recruiting and hiring practices, and student attitudes and outcomes; and identifies best practices and benchmarks.

NACE provides its members with high-quality resources and research; networking and professional development opportunities; and standards, ethics, advocacy, and guidance on key issues.

WINNER

CAREER EVERYWHERE

uConnect

Meredith Metsker and Ashley Safranski

The Career Everywhere movement is all about shining a light on the important and innovative work going on in career services right now. Formally launched by uConnect in January 2023, Career Everywhere has manifested itself in several ways, including a popular podcast; a weekly newsletter; a resources hub full of articles, guest columns, and webinars; an in-person event in Boston; a new digital community; and more. Career Everywhere helps career services professionals level up their support of all students—regardless of background or circumstance.

WINNER

UNDERGRADUATE PROGRAM

Forté

Leah Lattimore

Forté is committed to launching women into fulfilling careers through access to business education, professional development, and a community of successful women. Leah Lattimore, Director of Undergraduate Programs at Forté, has built a small but mighty team of two program managers committed to developing culturally inclusive leadership development programs for undergraduate women in business. Using Catalyst, McKinsey, and Universum research, she has identified content that aligns with the NACE Career Readiness Competencies and addresses gender disparities in business. Through her leadership, her team supports 4,500 students from 70 partner schools through in-person conferences, a virtual Career Ready Certificate, and professional development workshops.

WINNER

STRENGTHS & CAREER READINESS: AN INTEGRATED LIFE DESIGN COURSE

**University of Illinois Chicago,
College of Liberal Arts and Sciences**

**Brian Dohse, Sha'Bree Drink, Lauren Gallagher,
Elizabeth Herrera**

Over an eight-week career course, students engage in self-discovery and career development using design thinking, NACE's Career Readiness Competencies, and a strengths-based framework, guiding them through weekly modules. The program helps students explore career paths, make informed choices about their futures, and understand the meaning of being "Career Ready" according to NACE standards, emphasizing the value of an LAS degree.

HONORABLE
MENTION

CARSON CAREER AMPLIFIER PROGRAM

**Washington State University,
Carson College of Business**

Michelle Chapman

The Carson Career Amplifier Program (CCAP) is a career development program required for all undergraduate business students on all five campuses of Washington State University. More than 4,200 students are currently in this program. Spanning the duration of students' academic journey, CCAP is a four-year, co-curricular requirement that guides students through the process of building and strengthening their career readiness skills through career exploration, networking events, workshops, and other active learning opportunities. The program's positive impact on all WSU business students has made CCAP a model that other colleges/departments at WSU are trying to emulate.

HONORABLE
MENTION**CAREER EVERYWHERE CONFERENCE**

Center for Career Development,
University of Connecticut

**Amelinda Rossitto, Mary Malerba, Kaitlyn Anderson,
Desiree Martino, Eran Peterson, Steve Kligerman**

The Center for Career Development at UConn hosted a conference for faculty, staff, employers, and alumni in the Fall of 2023 titled “Enhancing Career Readiness: Equipping Students with Competencies for Post-Graduate Success.” This signature event was a strategic approach to educate campus community members and partners about NACE’s Career Competencies that hosted more than 80 participants attending keynote presentations and breakout sessions. These sessions covered a variety of topics including the application of career competencies within First Year Experience courses and student employment, as well as strategies for fostering career readiness through collaborative initiatives with campus and employer partners.

SMALL COLLEGE
WINNER

THE MASKED MAJOR 2

Providence College, Chirico Career Center

The Chirico Career Center

The Chirico Career Center hosted an event that mimicked the TV show, “The Masked Singer” in order to deliver an engaging program, addressing the unique challenges first-year and sophomore students face in major selection while debunking the myth that a major defines a career. Alumni from different industries with different majors shared details about their careers and answered questions about their educational experiences. The event ended with students trying to “unmask” the most majors and hearing firsthand that your major does not define your career.

SMALL COLLEGE
HONORABLE MENTION

HACU/HSI Grow With Google Career Readiness Program Curriculum

Hostos Community College

Laura Hand

The HACU/HSI Grow With Google Career Readiness Program Curriculum at Hostos Community College is a groundbreaking initiative designed to enhance career readiness and digital skills among students. This program, leveraging the comprehensive and versatile resources of Google and the National Association of Colleges and Employers, has significantly improved engagement in career services and educational outcomes, resulting in a dramatic increase in enrollment, completion rates, and overall student preparedness for the modern workforce.

LARGE COLLEGE
WINNER**AuthenTECH: LEAD BY EXAMPLE INITIATIVE**

Georgia Institute of Technology Career Center

Laura Colavito, Andrea Comsa, Laura Garcia, Ariel Gladney, Scott Green, Catharine Groover, Christina Hall, Kristi Hesse, Monica Jackson, Olga Kotlyar, Camille Liverpool, Ebony Mobley, Amaka Nwoko, Kyle Poe, Iteeah Pounds, Widalys Santiago, Gaeun (Gwenn) Seo, Nada Steighner, James Stringfellow, Davia Woulard, James Barricelli

Following a restructuring in 2020 that led to the hiring of more than 75% of our staff within the last three years, the Georgia Tech Career Center embarked on a series of hiring, retention, well-being, and other initiatives to develop an organization that mirrors the demographics of Atlanta and is inclusive of society at large. In addition to assembling a diverse team, the Career Center fosters an environment of inclusivity and psychological safety by systematically surveying staff to gauge retention efforts and overall well-being to ensure a healthy and inclusive culture. Building off our multifaceted team and healthy workplace, we systematically cultivated relationships with our identity and affinity-based student offices to build meaningful partnerships and programming, often led by full-time staff who have a shared identity or passion to serve our high-priority student populations: LGBTQIA, First-Generation, Limited-Income, Black, Hispanic/Latinx, Women, International, and Students with Disabilities.

LARGE COLLEGE
HONORABLE MENTION

THE INTERNATIONAL CAREER SUMMIT

The Life Design Lab – Johns Hopkins University

Yasir Kurt, PhD

The Life Design Lab at Johns Hopkins University launched the International Career Summit in April 2023 to address the pressing need to narrow the skills gap for international students. To its remarkable expansion encompassing a Collective representing 14 esteemed institutions and more than 100,000 international students, the Summit stands as a testament to radical collaboration and unwavering dedication. With an exceptional satisfaction rate and resounding testimonials, the Summit represents a beacon of empowerment, fostering global career connections and offering invaluable insights to guide international students on their professional journeys.



COLLEGE
WINNER

AuthenTECH: PARTNERSHIP PROGRAM

Georgia Institute of Technology Career Center

**Laura Colavito, Andrea Comsa, Laura Garcia,
Ariel Gladney, Catharine Groover, Christina Hall,
Monica Jackson, Camille Liverpool, Amaka Nwoko,
Kyle Poe, Widalys Santiago, James Stringfellow,
Davia Woulard, James Barricelli**

Over the past three years, the Georgia Tech Career Center created a comprehensive strategy to amplify student access to career resources and advance equitable college hiring practices in recognition of the distinctive challenges certain communities may encounter in their career development journey. Guided by the framework of Equal Employment Opportunity protected classes and assessing the student landscape at Georgia Tech, we instituted a staff liaison model to engage in concentrated programming and partnership efforts for our high-priority populations: LGBTQIA, First-Generation, Limited-Income, Black, Hispanic/Latinx, Women, International, and Students with Disabilities. As a result of these efforts, our data show we proportionally engaged and doubled our interactions across our measurable student populations including sex, ethnicity, and work authorization status.

COLLEGE
HONORABLE MENTION

OFFICE OF CAREER PROGRAMS AND EMPLOYER RELATIONS

Dominican University

**Jamie Shaw, Kathy Meisinger, Bianca Beteta,
Eric Borsche, Denise Guzman, Jennifer Heard**

In 2017, the Brennan School of Business at Dominican University, a federally designated HSI with more than 65% of undergraduates identifying as Latine, successfully launched a curricular-based career development program where all undergraduates complete four unique and developmentally scaffolded career development courses, a required internship, and a minimum of five one-on-one career mentoring sessions. After Brennan job outcomes increased by more than 35%, Dominican set out to expand this equitable career development model to all undergraduates. Beginning in the fall of 2024, this curricular-based program will be a part of the general education requirements for all Dominican University students.

EMPLOYER
WINNER

HBCU EMERGING LEADERS PROGRAM

Deloitte

Aliya Redmond and Derrick Tinsley

Deloitte's HBCU Emerging Leaders Program focuses on students who attend an HBCU and are interested in a career in accounting, business, technology, analytics, or a STEM-related field. Students with a keen interest in the details, strong leadership skills, and who enjoy making an impact on their college campus or in their community should consider applying for the program. Eligible participants compete at Deloitte University or virtually to be considered for a Deloitte HBCU Emerging Leaders Scholarship.

SMALL EMPLOYER
WINNER

SUMMER INTERNSHIP PROGRAM

Global Atlantic Financial Group

Ashley Silva

Global Atlantic is thrilled to receive the Recruiting Excellence Award sponsored by NACE. The ability to showcase our commitment to the early career space has been an incredible opportunity and Global Atlantic is honored to be mentioned along with other outstanding organizations.

LARGE EMPLOYER
WINNER

IMPACT THROUGH GIVING: HOW LIVING OUR CREDO RESONATES WITH GEN Z

Johnson & Johnson

**Jamil Price, Damon Albano, Cody Sumerix,
Danielle Woodward, Andrew Mora, Karla Young,
Gaby Ferra, Betsy Birdsong, Ethan Tackes,
Danni Sims, Office of DE&I**

Traditionally, Johnson & Johnson offered a bag of iconic consumer brands for conference attendees. When we separated our consumer sector into its own company, we recognized the need for a new approach. With the goal of adapting our strategy to align with our evolving business and impacting diverse community communities in a sustainable manner, we have implemented a new initiative. Now, for every candidate that checks in at a conference we attend, we make a monetary donation to an organization that supports and benefits the diverse community associated with the event.

COLLEGE
WINNER

KPI STORYTELLING THROUGH DATA VISUALIZATION

University of California, Berkeley –
Berkeley Career Engagement

Sue Harbour

The need for a modern dashboard to showcase our Key Performance Indicators (KPIs) changed the way we collected, stored and utilized data. We implemented the use of Google Workspace products Sheets and Looker Studio in the Summer of 2022 as a low-cost, efficient way to tell our story. This data visualization allows us to have meaningful conversations, share trends and outcomes, and make better informed decisions with our team and stakeholders.

COLLEGE
HONORABLE MENTION

TUESDAY CAREER TIP VIDEO SERIES

Hiatt Career Center, Brandeis University

Kyle Davi and the Hiatt Career Center Team

The Tuesday Career Tip Video Series by the Hiatt Career Center employs short-form videos across social media platforms to enhance undergraduate career readiness, accumulating more than 180,000 views and 5,800 unique interactions. Designed to address declining attendance at traditional workshops, the series meets students' preferences and fosters long-term career development by boosting utilization of virtual resources and elevating career knowledge within the community. This series is now a pivotal component of the Hiatt Career Center's strategic initiatives.

COLLEGE
HONORABLE MENTION

ALLOW US TO REINTRODUCE OURSELVES

University of Virginia Career Center

Nathan Hunsaker, Monica Manney

Beginning in 2022, when returning to in-person operations in the wake of COVID-19, word-of-mouth referrals from one student to another that had historically driven high rates of student engagement at our university had been disrupted and it was necessary to refocus our marketing and web presence to reintroduce the career center into the student consciousness. Work began on a redesign of the UVA Career Center website, focusing on building clear, easy pathways for student engagement with available resources, refocusing social media strategies, and building new methods of engagement such as mailing postcards to incoming first-year students to encourage early engagement with the career center. The combined effect of these efforts resulted in a 35.47% increase in student engagement across appointments, events, and career fairs put on by our office.

EMPLOYER
WINNER

UNIVERSITY CAREER FAIR DIGITAL STRATEGY POWERED BY YELLO

Freese and Nichols

**JaNette Bridgewater, Jim Riney, Janelle Casey,
Lauren Hodge, Emily Kendrick, Jordyn Heinle,
Libbey Holliman, Brittney Ahring**

By implementing the talent acquisition platform Yello, and modifying our roles and processes related to our on-campus career fair strategy, we were able to increase our university hiring by 43% for the 2022-23 university recruiting season. Collecting and distributing candidate information digitally strengthened our “earlier and quicker” strategy. We saw more interviews and subsequent hires earlier, giving us a significant advantage in an increasingly competitive talent market for engineering students.

EMPLOYER
HONORABLE MENTION

LIBERTY INTERN PORTAL

Liberty Mutual Insurance Company

Erin Jouliot

The entry reviewed the purpose, creation, and impact of the Liberty Intern Portal, noting its benefit to both incoming hires and the Early Talent Team. The Liberty Intern Portal is an online platform created to foster an atmosphere of connection, resources, and support for incoming interns. Interns can create profiles, review FAQs, get updates on programs or tasks via the News section, and begin networking pre-start on the Forums page. The inaugural year of the Liberty Intern Portal resulted in the creation of 375 profiles. Based on feedback, we look forward to integrating improvements year over year for this intern resource!

WINNER

**THE GREGORY S. FEHRIBACH CENTER
AT ESKENAZI HEALTH****Eskenazi Health****Larry Markle, Carlos Taylor, David Parker, Tehanee
Ratwatte, Roger Wessel, Greg Fehribach, Christia Hicks**

The Gregory S. Fehribach Center at Eskenazi Health in Indianapolis was created in 2013 to empower Indiana college students with physical disabilities to achieve equitable employment following graduation. The foundation of the Fehribach Center is an internship program in which college students with physical disabilities are placed in paid internships in positions that correlate with their career goals. To date, 195 students from 40 colleges have completed 400 internships at 39 employers in the Indianapolis area. In addition to the internship, housing and transportation assistance is provided, and impactful professional development opportunities are offered for Fehribach Center interns.





CAREER SERVICES CHAMPION AWARD

Dr. Katherine Rowe, William & Mary

MENTOR OF THE YEAR AWARD

Philip Wilkerson III, George Mason University

NACE CATALYST AWARD

Olayinka Olorisade, Uber

NACE RISING STAR AWARD

Patrick Massaro, Rowan University

KAUFFMAN AWARD

Jennifer Lasater, Purdue University Global

MACKES LEADERSHIP AWARD

Christian Garcia, University of Miami



Megan Evangelista, Co-Chair | Dell Technologies

Renard Miles, Co-Chair | William & Mary

Cody Rapp, Co-Chair | Emerge Career

Bless Vaidian, Board Advisor | SEO

Bryan Barts | University of Wisconsin – Stout

Emily Gussert | Steelcase Inc.

Norman Jones | Danaher

Claire Klieger | Swarthmore College

Julie Nguyen | Boston University

Tyler Orr | University of Tennessee

Anna Pullen | JPMorgan Chase

Bethany Rockovich | BNY Mellon

Alicia Rodriguez | University of Miami

Ayanna Wilcher | The CIGNA Group

Lauren Youngblood | Northrop Grumman

