ABOUT NACE

Established in 1956, the National Association of Colleges and Employers (NACE) connects 13,800+ career services and university relations and recruiting professionals, as well as 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.
Small College Winner

CAREER FACULTY FELLOWS PROGRAM
University of Redlands

Dr. Kelly Dries, Lauren Wooster, Thomas Guzowski, Maria Williams,
Dr. Ben Aronson, Dr. James Krueger, Dr. Patrick Wing, Dr. Sharon Lang,
Dr. Kelly Hankin, and Dr. Steve Morics

The University of Redlands Career Faculty Fellows Program was born of a desire to remove the boundaries between academics and career development. It is an innovative approach to integrating career readiness into the university culture. Each year, five Career Faculty Fellows are selected via student nominations and paid by the Dean’s office for their service. Career Faculty Fellows are charged with intentionally integrating career into their curriculum, encouraging their colleagues to do the same, and overseeing campus-wide projects around institutionalizing career development.

Large College Co-Winner

INTEGRATING WELLNESS AND CAREER: EMBEDDING SKILL DEVELOPMENT IN FIRST-YEAR WELLNESS COURSE THROUGH CAREER ACCELERATOR CERTIFICATE
New York University, Wasserman Center for Career Development

Gracy Sarkissian, Victoria DiMonica, and Nia Beresford

Skill development and early engagement are two priorities of the NYU Wasserman Center for Career Development. Since common first-year experiences for NYU students are rare, we merged a first-year wellness course—RADical Health—with an optional Career Accelerator certificate that trains students on Violet Ready skills (career skills for success beyond NYU). This innovative collaboration exposed students to resources and career readiness skills through a dynamic, interactive course. This first program was a success: Over 350 students completed career assignments each week and earned a certificate upon completion of the course.
Large College Co-Winner

YOUR FIRST FIVE: SUPPORTING THE COLLEGE TO CAREER TRANSITION AND BEYOND
Wake Forest University, Alumni Personal & Career Development Center

Lauren Beam, Megan Hoyt, and Allison McWilliams

In 2017, Wake Forest University’s Office of Personal & Career Development created the Alumni Personal & Career Development Center to provide ongoing support, guidance, and resources for alumni, extending the personal and career development resources that are so critical to the college experience throughout an individual’s lifetime. In particular, the transition from college student to young professional is one of the biggest, and most universal, pain points for alumni. The Your First Five competency model was created to address this need and provide the information, guidance, and support to navigate these early years of work and life, reaching thousands of alumni annually.

Large College Honorable Mention

HORIZONS BY HOPKINS
Johns Hopkins University

Dr. Christine Kelly, Gian C. Molina-Castro, and Dr. Roshni Rao

Beginning in 2020, the PHutures career hub at Johns Hopkins University introduced Horizons by Hopkins, a reimagined approach to the doctoral career conference. Horizons features a free, scalable, accessible, virtual conference experience that is open to all. Internationally attended and attuned to the discrete needs of doctoral students and postdoctoral fellows, the conference prioritizes opportunities for interactive networking and connection-building while incorporating themes that include raising awareness of diverse career pathways, discussing practical strategies to leverage a doctorate into a fulfilling and impactful career, and building a more equitable academy and graduate school experience.
Virtual Immersions & Experiential Work (View) Program

GEORGETOWN UNIVERSITY, CAWLEY CAREER EDUCATION CENTER

Jacki Banks, Susan Campbell, Rebecca Cassidy, Patrick Denenea, Maddie Gregory, and Jodi Schneiderman

In response to the economic challenges presented by the COVID-19 pandemic and its heightened impact on marginalized student populations, the Cawley Career Education Center at Georgetown University launched a signature micro-internship program, Virtual Immersions and Experiential Work (VIEW). VIEW engages the university’s alumni, students, and community partners to serve prioritized student populations through academic year and summertime short-term projects. Since Summer 2020, this program has provided 227 projects to 322 students. The Center is raising funds so that students receive a stipend if their project is unpaid.

Faculty Ask Me Anything (AMA) Series

UNIVERSITY OF CALIFORNIA, RIVERSIDE

Elizabeth Montgomery, Abhilasha Sachdeva, Denisse Jover, Guadalupe Saldivar, Kai Buckner, Kimberly Kampen, Kristen Roberts, Michelle Gomez, Monica Cruz, Dr. Vanessa Lee, Sean Gil, and Songling Chen

In January 2021, the University of California, Riverside’s Career Readiness Assessment Team, comprising faculty and staff leaders from across campus, came together and used design thinking to determine how they could better engage faculty in the career readiness of our students, with the goal of meeting students where they are, in the classroom. The team conducted almost 70 empathy interviews and prototype tests with UCR students and faculty to further explore faculty career storytelling in the classroom as a small change that could make a big impact on students in the following ways: provide an example and inspiration for students, increase students’ comfort in approaching faculty, and help students connect learning to the real world. The Career Readiness Assessment Team then moved forward with developing the Faculty AMA Series program, which was piloted during the fall 2021 quarter with seven faculty members, over 2,200 student enrollments, and results that demonstrated a very positive impact.
Diversity, Equity, and Inclusion
Excellence

College Winner

ENHANCING DIVERSITY & INCLUSION TRANSFER STUDENT CAREER SUMMIT
University of California, Berkeley, Career Center

Elizabeth Stanners and Heidi Yu

UC Berkeley Career Center’s “Enhancing Diversity & Inclusion Transfer Student Career Summit” annual event provides our socioeconomically, ethnically, and culturally diverse transfer students, who often confront extraordinary barriers in the job search and graduate school admissions process, with an innovative opportunity for students to gain career readiness competencies, access mentorship, and engage with employers. Additionally, employers are educated on the immeasurable value transfer students add to their organizations and how to provide more equitable access for these students by reconsidering their recruiting timelines, job descriptions, and strict qualification requirements. The success of the extremely well-attended Summits can be attributed to the inclusion of transfer students, student organizations, campus partners, and employers in all stages of the planning process, from ideation to successful execution!

College Honorable Mention

HSI CAREER COLLABORATIVE
University of Texas System, HSI Career Collaborative Executive Team

Brian O’Bruba, Nicole Rodriguez, Mario Vela, and Jessica Wilson

The HSI Career Collaborative was organized to raise the profile of HSIs with companies across the country. It advocates a collaborative model of inclusive excellence; serves as a point of reflection and strategy in how career recruitment is viewed; and advances diversity, equity, and inclusion for all students and alumni from participating institutions. The collaborative now represents 1.4 million alumni, over 285,000 students of which 59% are first-gen, and 63% are LatinX/Hispanic.
**Employer Winner**

**FUTURE FEMALES IN TECH**  
Workday (Ireland)

The EMEA Early Talent Acquisition & Programs team:  
Darren Rogers, Ciara Hallissey, Rachel Fay, and Helene McArdle

Workday’s Future Females in Tech Engagement Program aims at broadening the tech industry’s limited pipeline in female applicants. The engagement Program revolves around giving students identifying as female first-hand experience with what a career in tech could be like, breaking stereotypes and building confidence in their strengths. The plan includes a two-day conference, Future Females in Tech (FFIT), and several follow-up multi-year touch points, building trust, and generating a pipeline of engaged early tech professionals.

---

**Employer Honorable Mention**

**MINORITY ENGINEERING SUMMIT (MES)**  
Valero Energy

Monica Gonzalez, Phyllis Williams, Maria Mason, Lindsey Rickett, and Katharine Underwood

Valero's Minority Engineering Summit is an experience designed to connect a new generation of promising minority engineers with Valero's innovative teams and success-driven culture. Through interactive developmental workshops, roundtable discussions, a refinery tour, a volunteer event, and exposure to many of Valero’s most inspiring leaders, the Summit introduces high-performing freshman minority engineering students from across the country to Valero and the energy industry, and introduces Team Valero to new and diverse perspectives and ideas.
Large Employer Winner

LIFTOFF WITH PROTIVITI
Protiviti

Protiviti Graduate Recruiting and Learning and Development Teams

Protiviti reimagined what a live-virtual internship onboarding experience could be to ensure interns are connected to our firm, our tools, and our people, which in turn leads interns to be successful throughout their experience. Liftoff with Protiviti offers the intern immediate confirmation that they made the right choice for their internship with Protiviti.

Large Employer Honorable Mention

GILEAD’S EARLY TALENT SUMMER INTERNSHIP PROGRAM
Gilead Sciences, Inc.

Larrishia Stanley, Jasmine Riley, Alberto Aviles, and Samellian Weah

Our entry was submitted to showcase the wonderful achievements and best practices that this program has to offer. From streamlining with our business partners, incorporating an impactful diversity initiative, to utilizing technology when necessary, this program is set up for great success.
College Winner

“WHERE WILL YOU GO?”
INTERACTIVE MONITOR
Hope College — Boerigter Center for Calling and Career and the Computer Science Department

Shonn Colbrunn

In partnership with a group of computer science majors, we developed a custom, interactive application for students of Hope College and visitors to see a visual representation of jobs posted around the country and Hope alumni located around the world. This application is presented on a large touchscreen monitor across from the welcome desk in the Boerigter Center for Calling and Career. Installed in May 2021, it has since become a popular attraction on campus, particularly with prospective students and families.

College Honorable Mention

ESCAPE ROOM — BUILDING CONNECTIONS WITH STUDENTS IN A VIRTUAL WORLD
University of Alabama at Birmingham – Collat School of Business Career Center

Andreia Stechmann

The virtual escape room is a customized online puzzle that marries education and entertainment as participants answered questions to advance to the next room. Utilizing Google Forms, the Collat Virtual Escape Room allowed students to independently complete a preparation guide that provided them all the tools, information, and advice needed to prepare for the career fair. Students were drawn to the unique and fun concept and gathered tools and tips throughout their experience.
Employer Winner

TUNE IN & TURN UP:
INTURN-UP, AN IBM INTERN CELEBRATION
IBM

Katie Bishop, Stephanie Cartwright, and Bridget King

IBM’s Early Professional Hiring team leaned on Gen-Z data insight and IBM technology to host the first-ever North America Intern Virtual Celebration Event, “InTurn-Up” on National Intern Day. The Grammy-themed virtual event replicated an engaging in-person experience for 2000+ interns across North America.
NACE/Chevron Award Winner

UNIVERSITY OF IDAHO CAREER SERVICES CREATES INTERNSHIP CERTIFICATE PROGRAM
University of Idaho Career Services

Dr. Chris Cook, Jamie Garlinghouse, and Jen Smith

The Career Services Internship Certificate Program was created to give undergraduate interns the knowledge, skills, and abilities to become professionals in career services, higher education, and recruitment. The program unites students from various majors and backgrounds under one common flag of career advocacy and readiness. These young professionals are eager to serve, lead, and represent the office in multiple capacities. Interns who participate in the program go through a series of professional development initiatives, cross-train, and work in interdisciplinary team projects that advance the mission of Career Services. After each year, the interns are promoted in title, given a pay increase, and more responsibilities.

NACE/Chevron Award Honorable Mention

FUTURE FORWARD
DePaul University Career Center

Hilarie Longnecker

Future Forward is a year-long co-curricular career incubator for first-year students at DePaul University. Its unique structure integrates design thinking, growth mindset, and career development theory to deliver virtual modules, peer-to-peer community building, and interactive career experiences. Future Forward normalizes early engagement with career among first-year students and promotes students’ consideration of their whole self as they draft their personal path to career success.

Sponsored by
In the fall of 2020, our team at Hire Hopkins, an employer-facing office at Johns Hopkins University, received user (employer) feedback from multiple companies that were eager to hire DEI talent but were struggling to do so. After careful analysis and more user research, we designed an innovative outcomes-focused hiring initiative called The DEI Collective (now in its second year) that resulted in 105 internship offers. Additionally, the employers were highly satisfied; we received an “excellent” employer NPS of 53.
Champion Award Winners

Career Services
PRESIDENT STEVEN BAHLS
Augustana College

Employer Recruiting
SAMANTHA HAMMOCK
Chief Human Resources Officer, Verizon

Mentor of the Year Award

Allison McWilliams
WAKE FOREST UNIVERSITY
NACE Catalyst Award

Stephen L. Tesoro
TATA CONSULTANCY SERVICES

NACE Rising Star Award

Stefano Verdesoto
BARUCH COLLEGE
Academy of Fellows

Myrna Hoover
FLORIDA STATE UNIVERSITY

Catherine Neiner
GEORGIA STATE UNIVERSITY

Mackes Leadership Award

Allynn Powell
UNIVERSITY OF MARYLAND — COLLEGE PARK
The Kauffman Award

Norma Guerra Gaier
THE UNIVERSITY OF TEXAS AT AUSTIN

Edwin Koc
NACE (RETIRED)

Kathleen Powell
WILLIAM & MARY
Tom Fitch, Co-Chair
University of Virginia

Bryan Quick, Co-Chair
Abbott Laboratories

Saranette Williams, Co-Chair
Norfolk State University

Andy Bender
University of Illinois at Urbana-Champaign

Katie Hauge
University of Wisconsin – Stout

Alison Hogue
University of South Carolina – Columbia

Scott Kustis
The Ohio State University

Karen Lin
University of California – Berkeley
Katie Ramirez
Trinity University

Stephanie Reyes
California State University – Fullerton

Savannah Reynolds
Northrop Grumman

Alicia Smyth
Embry-Riddle Aeronautical University
Dayton Beach Campus

Vanessa Strauss
FDIC

Tyler Switsky
Becton Dickinson & Company

Rachel Walsh-Peterson
Northeastern University

Christy Wright
University of Mississippi