

# CareerWatch



## LEAP INTO LOUISVILLE 2012

Meet Your  
Directorate!



ACPA  
COMMISSION FOR  
Career  
Development

Sponsored  
Programs!

## LETTER FROM THE CHAIR

The seniors graduating this May started their college careers as the US economy took a nose dive. As a result, these students have experienced anxiety and uncertainty related to their futures. For career professionals, we have had to work diligently to continue providing opportunities to our students, maintain employer relationships, and adapt career counseling techniques to prepare our students for the 21<sup>st</sup> century job search. Although 2012 shows signs of recovery, competition in the job market is still fierce and many of our institutions are still facing tight budgets with a continued hope of “doing more with less.”

As career service professionals, now is the time for us to re-envision our future and determine how we can be the “value-added” at all our institutions. With the changing nature of technology, globalization, and the economy, we must challenge our students to keep up with new ways to brand and market themselves and we must challenge ourselves to be at the center of collaboration on our campuses. We no longer serve just students or even just students and employers. We are now at the core of connecting multiple stakeholders and the better we become at building these relationships, the more we will be able to offer our students and our institutions. We know that the work we do contributes to our students’ confidence and success in finding meaningful careers, but how do we continue to keep up with our changing student populations, with the needs of our stakeholders, and to properly showcase our worth to senior administrators? We do this by connecting with each other, by sharing best practices, and by dreaming of possibilities together.

The Commission for Career Development aims to examine and address the changing and diverse role of career development in higher education and through our various programs and services, we hope to provide multiple platforms for you to reflect, explore, and create new opportunities. Since last year’s convention, our dedicated Directorate members have been busy selecting an excellent group of sponsored programs, developing a partnership with InterviewStream and InternBridge, developing C3 prep materials for candidates, planning employer site visits, and scheduling an early arrivals dinner for Saturday night.

It has been a busy year and we need your help in making our programs and services a success. Please keep your eye out for volunteer emails through our Commission listserv. We look forward to working with you! Below are multiple ways for you to engage with the Commission for Career Development at Convention:

1. **Early Arrivals Dinner** – If you’re arriving to convention on Saturday, we invite you to join us for a night of food, friends, and fun!
2. **Career Questions and Information Booth (Lucy Booth)** – Volunteer at our Lucy Booth and provide resume, interviewing, and general career advice to C3 candidates. You’ll also have the opportunity to meet others commission members while staffing the booth!
3. **Mock Interviews** – Help prepare our C3 candidates by serving as a mock interviewer.
4. **Professional Development (PD) Snapshots** – Our commission hosts a number of professional development sessions on topics from work/life balance to salary negotiation to moving up in student affairs. If you have 5 or more years of experience, consider serving as a panelist for one or more of these sessions! (see page 8)
5. **Employer Site Visits** – Directorate members have worked diligently to provide you with multiple site visit opportunities in Louisville. (see page 8 for listing)
6. **Commission for Career Development Open Business Meeting** – Join us on Tuesday, March 27 (2-4pm) to learn more about ways you can get involved with the commission. This is also a great time to meet and network with other career service professionals and discuss best practices.
7. **Sponsored Programs** – Attend any or all of our 5 sponsored programs! (see page 3 for the sponsored programs list)

I look forward to serving as your Chair for the next two years and welcome the opportunity to meet and work with each of you. See you in Louisville!

- Christine Y. Cruzvergara, M.A.  
Chair, Commission for Career Development





## **SPONSORED PROGRAMS!** **YOUR COMMISSION. AT BAT.**

### **Connecting Students to Professional Development Opportunities Using Innovative Career Programs**

Lisa Dickter - Carnegie Mellon University  
Monday, March 26, 2012 (4:15-5:15pm)  
Kentucky International Convention Center - L1

### **Crafting New Career Development Professionals: An Internship Program**

Debra Ignelzi - Carnegie Mellon University  
Tuesday, March 27, 2012 (9am-10am)  
Kentucky International Convention Center - 219

### **Hammers, Nails, and Other Tools: Constructing a Career - Part I**

Susan Barclay - The University of Mississippi  
Tuesday, March 27, 2012 (10:30am-11:30am)  
Kentucky International Convention Center - L6

### **Hammers, Nails, and Other Tools: Constructing a Career - Part II**

Susan Barclay - The University of Mississippi  
Tuesday, March 27, 2012 (12-1pm)  
Kentucky International Convention Center - L5

### **Life Without Surveys: Strategies for Assessing Programs in Career Services**

Carrie Hanayik Hawes - Duke University  
Tuesday, March 27, 2012 (1:30pm-2:30pm)  
Kentucky International Convention Center - L6



Follow our Tweets at  
Convention!

**@ACPACareerDev**



Join the conversation on  
LinkedIn!



Submit your own piece for  
the next issue of  
CareerWatch! (due by  
April 30th!)

Contact Benjamin Lamb  
with questions, ideas for  
submissions, or to submit  
your article at

[Benjamin.J.Lamb@williams.edu](mailto:Benjamin.J.Lamb@williams.edu)

## MEET THE 2012-2013 DIRECTORATE!



**MATT REAL**

Senior Career Coach  
University of Louisville

**What do you do now?** Counsel and advise students in the College of Arts & Sciences

**What have you done?** Employer relations coordinator, and spent 8 years as a profession in a legal field

**Favorite activities / hobbies / interests:**

Outdoors and hiking, sports, running, reading, music, gardening

**How long have you been involved with the Commission:** 4 years

**What connected you to the commission:** A Mentor and ACPA Showcase



**CRYSTAL L. CLAYTON**

Director of Student Services, Full-time MBA Program  
Rice University, Jones Graduate School of Business

**What do you do now?** Provide direct oversight and supervision to MBA student services areas including: program evaluation and assessment, academic advising, student success strategies, student clubs & leadership, event management, international & exchange programs, new student orientation, student discipline issues, academic probation, course registration processes, MBA teams conflict mediation, and general academic and co-curricular support

**Have you done?** 15+ years of experience working in college Student Affairs and Higher Education Leadership and Administration.

**Favorite activities/hobbies/interests:**

Spending time with my husband and two year old little girl, yoga, cardio kick, reading, listening to great music, trying to get motivated to write my dissertation to complete my Ed.D. in Educational Leadership.

**How long have you been involved with the Commission:** 4 years

**What connected you to the commission (a friend/mentor/random?):** I attended the pre-conference "speed networking" session at the 2008 ACPA Conference in Atlanta.

**Anything else you want folks to know about you:** I just accepted a position working as the Director of the JC Penney Leadership Center in the Price College of Business at the University of Oklahoma. I will start my new position on May 1, 2012.



**RAECHEL HESTER**

Career Counselor  
George Mason University

**What do you do now?** I primarily work with Computer Science and Information Technology majors in the Volgenau School of Engineering.

**What have you done?** At Wake Forest University I worked with all Undergraduate Liberal Arts Students and served as the Liaison to the Office of Multicultural Affairs. At James Madison I was a GA for Career and Academic Planning. I also have experience in Orientation, Admissions, Student Activities and Multicultural Affairs.

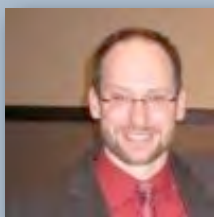
**Favorite activities/hobbies/interests:**

Watching Comedians on Comedy Central, reading the latest Oprah/Real Simple magazine, pretending to enjoy working out, discussing the drama/hilarity of Parenthood, Modern Family, or Project Runway with friends, Skyping with family and filling my brain with random facts by listening to NPR while stuck in traffic.

**How long have you been involved with the Commission?** 1-2 years

**What connected you to the commission (a friend/mentor/random?)** My mentor/shero Tracy Hakala

**Anything else you want folks to know about you?** I am a military brat who loves meeting new people (especially fellow career nerds) so please come and find me at the conference!



**ERIC HALL**

Associate Director, Employer Relations  
Johns Hopkins University

**What do you do?** Provide career advice and guidance for students as well as connecting the institution to employers to provide resources for our students.

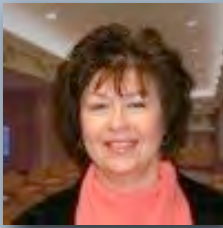
**What have you done?** Program Director at the University Career Center at the University of Maryland, before that I was the Assistant Director for Employer Development at the University of Florida

**Favorite activities/hobbies/interests:**

**How long have you been involved with the Commission?** 2-3 years

**What connected you to the commission (a friend/mentor/random?)** My former boss, colleague and friend - Farouk Dey





**DEBRA IGNELZI**  
Assistant Director  
Carnegie Mellon University

**What do you do now?** provide career counseling for students and alumni

**What have you done?** I was a Career Counselor at the University of Pittsburgh, a Career Counselor at Clarion University, and the Assistant Director at Austin Travis County Youth Services

**Favorite activities/hobbies/interests:**

**How long have you been involved with the Commission?** 1-2 years

**What connected you to the commission (a friend/mentor/random?)** Farouk Dey



**HEATHER WHITE**  
Director, Career Resource Center  
University of Florida

**What do you do now?** I lead and manage a centralized career center of 24 full-time staff members serving approximately 50,000 students.

**What have you don before?** I have worked in UF's Career Resource Center for eight years in variety of roles and also in Housing and Residence Life for 4 years at 2 other institutions prior to working at UF.

**Favorite activities/hobbies/interests:** Spending time with my immediate (husband and two daughters) and extended family, traveling to new places, and snow skiing (although I've only been 3 times!)

**How long have you been involved with the Commission?** 2 years

**What connected you to the commission (a friend/mentor/random?)** A friend and mentor, Farouk Dey



**CHRISTINE Y. CRUZVERGARA**  
Interim Senior Associate Director, University  
Career Services  
George Mason University

**What do you do now?** As the Interim Senior Associate Director, I lead both the employer relations team and the career development team for University Career Services at George Mason University and develop collaborative relationships across campus to further promote and enhance student career development and employer connections in curricular and co-curricular experiences.

**What have you done?** Prior to my current role, I was the Manager of Special Programs at Georgetown University, the Assistant Director of Student Activities & New Student Orientation at the George Washington University, a Career Center Advisor at the University of Maryland, and served as an Orientation Program Assistant and Co-Instructor for the Psychology Peer Advising Course at James Madison University. I have direct experience with student advising, program development, workshop facilitation, leadership and management, event planning and employer relations.

**Favorite activities/hobbies/interests:** I LOVE good food, spending time with my family and friends, skiing, hiking, camping, massages, unwinding after a long day with some mindless/trashy TV, and singing loudly to my Pandora stations in the car.

**How long have you been involved with the Commission?** 7 years

**What connected you to the commission (a friend/mentor/random?)** My colleague, mentor, and friend - Mark Kenyon

**What do you do now?** I advise students in all areas of career services, including career development, cooperative education/internships and full-time job searches.

**Favorite activities/hobbies/interests:** I enjoy running half marathons...full marathons are too long

**How long have you been involved with the commission?** Directorate-2 yrs, Commission-4 yrs

**What connected you to the commission (a friend/mentor/random?)** I was in ACPA several years before the Commission. I thought it was a great opportunity to take a leadership position in ACPA, but more importantly meet colleagues and help grow our profession!

**Anything else you want folks to know about you?** My wife and I have 2 large Golden Retrievers. Our one dog, Myles, occasionally likes to eat mushrooms and whatever else he can find in the yard



**MARIA TOMAINO**  
Assistant Director  
Florida International University

**What do you do now?** Currently I direct and coordinate career fairs and signature department events, outreach and network with employers, advise Delta Epsilon Iota Honor Society, and assist with social media efforts.

**What have you done?** Previous I worked as a Career Counselor at Barry University for 4 years, and graduated from Syracuse University with a Masters in Counselor Education.

**Favorite activities/hobbies/interests:** Perform comedy improv with a local south Florida troupe Just That Funny.

**How long have you been involved with the Commission?** 2 years

**What connected you to the commission (a friend/mentor/random?)** Dr. Amy Diepenbrok (St. Mary's University) and Sarah Ross (Syracuse University); my on-going Student Affairs mentors! I am passionate about career development and very excited to serve a committee that fosters and encourages national communication and advancement in the field.

**Anything else you want folks to know about you?** Originally from upstate NY with a large italian family. They visit me often living in beautiful and diverse Miami. Go ACPA!

**MICHAEL KULICK**  
Assistant Director,  
Career Center  
The University of  
Akron





**JOSLYN BEDELL**

Assistant Director of Alumni & Career Services  
University of Richmond

**What do you do now?** Currently I'm in a hybrid career counselor / employer relationship management role and have been for the past 3 years.

**What have you done?** I have worked with with nursing students at the Georgia Perimeter College as a nurse counselor / service-learning specialist. Before that, I spent 4 years at my alma mater, the University of Georgia in student activities, advising student organizations, managing large campus events, and coordinating Volunteer UGA - the one-stop-shop for connecting with volunteer opportunities in Athens, GA. I attended the University of Vermont for a Higher Education and Student Affairs Master's degree and worked with both orientation and the Vice President for Student Affairs from 1999-2001.

**Favorite activities/hobbies/interests:** Being outside, hiking, biking, kayaking; traveling all over the US (only 3 more states to hit 50!) and abroad; attending live music events; Zumba and any dance related Wii games.

**How long have you been involved with the Commission?** Since 2009 at the ACPA convention in DC/Maryland

**What connected you to the commission (a friend/mentor/random?):** My colleague Christine Cruzvegara

**Anything else you want folks to know about you?** I love working in career development and am so excited to connect with all the professionals out there who love this work too!!!



**MICHELLE JONES**

Assistant Director of Career Services for Arts & Sciences  
Elon University

**What do you do now?** Counsel students and alumni on career exploration, resume prep, interview techniques, grad school prep and job/internship searching. Create resource guides, collaborative relationships with other departments, and teach a 1 credit orientation course.

**What have you done?** Worked as the Career Services Grad Assistant at the Walker College of Business at Appalachian State University

**Favorite activities/hobbies/interests:** I like to dabble in photography & once my student loans are paid off (in one year!), I will treat myself to a nice camera and perhaps a course. Also, I love to travel & explore every moment I can scrape together some money. This also plays well into my love of photography.

**How long have you been involved with the Commission?** I joined the Commission after my first ACPA conference in 2008, so this will be my 5th ACPA conference but my 4th as an official Commission member.

**What connected you to the commission (a friend/mentor/random?):** I attended my first ACPA conference in my 2nd year in graduate school & I was interviewing for post-graduate positions. During my C3 Orientation session, John Bradac pulled me aside & told me about this amazing commission that I just had to join. I was hooked right from that point & have loved attending ACPA and serving the Commission for Career Development ever since!

**Anything else you want folks to know about you?** I was once attacked by a ghost - it threw a margarita glass at me. True story.



**LESLIE KINGSLEY**

Assistant Director/Career Counselor  
Colby College

**What do you do now?** I currently work in central Maine. In my position I hold 4 primary roles which include working with "undecided" students, meaning I work with students throughout their entire college career throughout their early stages of major decision making to develop concrete career interests and transitioning out of college, working with underrepresented populations, coordinate and advise fellowship/scholarship programming for students, and present several career related workshops/programs through our 4-year career curriculum program, Colby Connect.

**What have you done?** Previously I worked at Ohio University while completing my Masters Degree in their Career Services Office along with completing and internship at Denison University's Career Services Office. I've also gained experience in academic advising, 1st year experience, orientation, and leadership development.

**Favorite activities/hobbies/interests:** Being a native of New England, I truly love the outdoors and following New England sports. I have a strong interest for fitness and nutrition and like to find myself at the gym daily. I also enjoy cooking, baking, traveling and reading. I've also found a newer interest in positive psychology reading and incorporating it more in to my professional work and personal life.

**How long have you been involved with the Commission?** This will be my 2nd full year on the Directorate Board in the Commission

**What connected you to the commission (a friend/mentor/random?):** I volunteered at ACPA my first year and become connected to the Commission for Career Development through a networking event



**SUSAN R. BARCLAY**

Doctoral Fellow  
The University of Mississippi

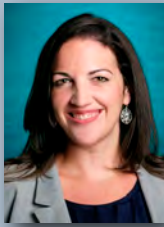
**What do you do now?** I have just finished my dissertation (defend on March 5).

**What have you done?** Worked in higher education since 2005 as a mental health counselor, a career counselor, and an instructor.

**Favorite activities/hobbies/interests:** Reading true crime; writing; nature walks; spending time with my two favorite guys: Kevin and Godzilla.

**How long have you been involved with the Commission?** Alas, less than a year

**What connected you to the commission (a friend/mentor/random?):** My own research into student affairs professional organizations.



**SARAH CLARK**

Career Development Counselor  
University of North Carolina Wilmington

**What do you do now?** Primarily liaise to the Departments of Marine Biology and Biology, and Chemistry, and the College of Health and Human Services.

**What have you done?** Worked with students in the hard sciences and deciding students

**Favorite activities/hobbies/interests:** Watching movies, reading, doing crafty things and experimenting with recipes I find on Pinterest

**How long have you been involved with the Commission?** I joined the Commission as a grad student in 2006 and joined the Directorate 3 years later

**What connected you to the commission (a friend/mentor/random?):** My friend and mentor, James Barricelli, who served on the Directorate for a short time

**Anything else you want folks to know about you?** My favorite part of being a career counselor is when the students come back and let me know they got the job or got into grad school. It's so rewarding to find out what happened!



**KRISTEN RENEE LINDSAY**

Assistant Dean of Students for Student Success  
Heidelberg University

**What do you do now?** My current major professional responsibility is directing the Academic & Career Support Center here at Heidelberg. We offer a wide array of services from learning accommodations to strategic job search advising - the variety and scope of our services definitely keeps me on my toes!

**Favorite activities/hobbies/interests:** When I find a few spare moments in my schedule, I like to craft (knit / crochet / cross-stitch) and cycle.

**How long have you been involved with the Commission?** This is my first official involvement other than volunteering at convention.

**What connected you to the commission (a friend/mentor/random?):** I volunteered at C3 at the first convention I attended nearly 10 years ago.



**MANUEL RUIZ**

Assistant Director, Employer Relations & Internships  
Gettysburg College

**Favorite activities/hobbies/interests:** Exercise, reading, movies, outdoors, Student Affairs

**How long have you been involved with the Commission?** I have been and active member of the directorate since 2009

**What connected you to the commission (a friend/mentor/random?):** My desire and interest in career development, as well as Farouk Dey

**Anything else you want folks to know about you?** I am an active member of ACPA, having served on 2 convention planning teams, and also highly involved in Career Central at Convention (C3).



**BENJAMIN LAMB**

Assistant Director for Student Involvement  
Williams College

**What do you do now?** Currently I work with 150 student organizations, the Williams Yearbook, Newspaper, Student Government, Student Businesses, Student Task Forces and various departments/offices on campus to provide student leadership and identity development programs and opportunities for students. I also run our social media outreach and developed and run our orientation program "Leading Minds"

**What have you done?** I spent 2 years as a Grad Assistant in Career Services at the College of Saint Rose. Simultaneously I volunteered as an Orientation assistant, Student Activities graduate intern, and a Student Development intern (at 3 different colleges). I've worked in Admissions, College Access, Residence Life, Wild land Firefighting, Tropical Ecotourism, Salmon Population Research, and Polymer Adhesive Resin Chemistry...I'm eclectic.

**Favorite activities/hobbies/interests:** Anything outdoors, Couchsurfing, Crafting, cooking, photography, camping, traveling, conferences, blogging, tweeting, creating issues of CareerWatch, and my guilty pleasures...Hulu and Pinterest.

**How long have you been involved with the Commission?** Joined in the Fall of 2009 and immediately ran for a Directorate position

**What connected you to the commission (a friend/mentor/random?):** I love being involved with professional development so I dove in head-first with ACPA and the Commission for Career Development to help further the field, meet new people, and get the full experience!

**Anything else you want folks to know about you:** I have had 2 different flesh eating bacteria (one in the tropics, one in the northeastern US), I was once attacked by a Grizzly bear (ask me about it sometime), I'm getting married in July, and I really dislike square shaped pizza.

# Convention Teaser

## Employer Site Visits!

Your directorate members are working hard to secure 3 great site visits in the beautiful city of Louisville! This year, you'll have the opportunity to visit:

**Zappos**

**Metro United Way**

**University of Louisville Career Center**

Watch your emails for more details on dates/times and how to RSVP - Space is limited!

## Early Arrivals Dinner

We'll be gathering at 7pm on Saturday March 24th (exact location TBD) to meet each other and enjoy dinner.

Details on restaurant reservations will be coming soon to and inbox near you

## PD Snapshots!

If you have 5+ years of experience, please consider signing up (<http://www2.mysignup.com/cgi-bin/view.cgi?datafile=pdsnapshots>) to serve as a panelist for one of our many Professional Development Snapshots. We also encourage you to share this with your graduate students or colleagues going through C3.

**Stress LESS: Balancing Your Personal and Professional Life; March 24 at 4:00pm**

**Closing the Six Degrees of Separation Through Effective Networking: March 25 at 1:00pm**

**Job Search Strategies and Support for the LGBT Professional: March 25 at 2 pm**

**Spelman & Johnson, March 25, 3 pm**

**Can I Live and Work Here? Navigating the Campus Visit: March 26 at 10:00am**

**Money Talk: Evaluating the Job Offer and Salary Negotiation: March 26 at 11:00am**

**Can I Live and Work Here? Navigating the Campus Visit: March 26 at 1:00pm**

**Money Talk: Evaluating the Job Offer and Salary Negotiation: March 26 at 2:00pm**

**Spelman & Johnson, March 26, 3 pm**

**Money Talk: Evaluating the Job Offer and Salary Negotiation: March 27 at 11:00am**

**Moving Up and Around Student Affairs: Beyond Your First Position: March 27 at 1:00pm**



## TAKING NOTES DURING SESSIONS YOU ATTEND?

Are any of those sessions Commission for Career Development Sponsored?

Submit a review to CareerWatch! We'd love to showcase your brief description of the session and hear if you took away some tangible ideas to bring to your own campus / career search.

CareerWatch is also looking for:

- Book Reviews
- Original Research
- Research Briefs
- Meta analysis
- Best Practices
- Other Great Ideas!

So Submit yours  
TODAY!

The Deadline for submission for the Summer issue is April 30th 2012, so don't delay!



See you soon at

