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Director’s Statement

The mission of the Career Center hasn’t changed:
“... to provide professional assistance and intervention to Missouri State students and alumni through the use of career counseling, internship and full-time job searches, and vocational and educational information, so they may make insightful career decisions.”

However, the manner in which the Career Center meets its mission statements and goals has changed.

The current economic slowdown has had a significant impact on what and how we deliver programs and services to Missouri State University students and alumni, and the expectations and needs of those students. This is borne out by a visit I had with a potential MSU student and her family this spring. The young lady’s father asked: “What majors are hot? And, what is the MSU placement rate?” Those questions would not have been asked five years ago.

Outcomes—What will happen to my daughter? Will I find a job after I graduate?—and the anxiety over what to expect after graduation has caused us to modify the way we do business. We have strengthened the career development process so that our clients are prepared to make wise career-shaping decisions:

- We have added a staff member whose role is to expand employer relations programs, which should result in more after-graduation work opportunities.
- We are emphasizing part-time, internship, and cooperative education work experiences that make students more professionally capable and their job searches more effective.
- We are initiating an externship program with the College of Humanities and Public Affairs, which will enable HPA students to participate in intense, week-long apprenticeships in their chosen fields.
- We are adding resources to the Graduate Tracking Program so that we can measure the effectiveness of our efforts to make MSU the “hire-of-choice” for employers.

Our efforts from this past year will sow success for our students and alumni in the coming years. That must happen. That is our mission and our promise.

Jack Hunter,
Director
Introduction

As one of the student support offices within the Division of Student Affairs, the Career Center provides professional assistance to Missouri State University students, alumni, faculty, and staff through career counseling, job-search preparation, internship and full-time job search assistance, and graduate/professional school preparation.

The Career Center provides programs and services that educate students on the career-development process. By educating students on the ways in which their skills, attitudes, behaviors, and decision-making strategies relate to their careers, the Career Center helps maximize learning in the classroom, campus environment, and community.

In addition, the Career Center provides students with vocational and educational information needed to make insightful career decisions. Specifically, the Career Center helps individuals—

• develop self-knowledge related to career choice and work performance by identifying, assessing, and understanding their competencies, interests, values, and personal characteristics
• obtain educational and occupational information to aid career and educational planning and to develop an understanding of the world of work
• select personally suitable academic programs and experiential opportunities that optimize future educational and employment options
• take responsibility for developing career decisions, graduate/professional school plans, employment plans, and/or job-search competencies

The Career Center endeavors to educate students on the career exploration process and provide students with job-search skills necessary for meaningful and successful careers.

• prepare to find suitable employment by developing job-search skills, effective candidate presentation skills, and an understanding of the fit between their competencies and occupational or job requirements
• gain experience through student activities, community service, student employment, research projects, cooperative education, internships, and other opportunities
• link with alumni, employers, professional organizations, and others who will provide opportunities to develop professional interests and competencies,
integrate academic learning with work, and explore future career possibilities
• seek a desired employment opportunity or entry into an appropriate educational, graduate, or professional program
• prepare to manage their careers after graduation

The Career Center staff consider the needs of all Missouri State students when designing programs and delivering services. Since career issues are addressed by different units within the institution, the Career Center provides assistance and/or coordination among career-related programs and services where appropriate.

Missouri State University and the Career Center have specific goals for providing services to students, employers, alumni, and other client groups that are consistent with the nature of the University. Goals are reviewed and updated annually and communicated, as appropriate, to administrators, faculty, staff, and other relevant institutional constituencies.

The Missouri State University Career Center strives to maximize full-time employment and internship opportunities for students and alumni of Missouri State. Recognizing that career development continues after graduation, the Career Center endeavors to educate students on the career exploration process and provide students with job-search skills necessary for meaningful and successful careers.

Purpose

The 2012-2013 annual report has three main purposes:
• to communicate the Career Center’s responsibilities, goals, and key activities
• to document statistics on services, events, and customer use
• to analyze challenges and areas of potential improvement or growth

Organization

The first section after this introduction covers the student contact. Within this section, the report provides data on the following topics: campus outreach, walk-in hours, student classification, types of appointments, career exploration, the CREAD Program, TRIO, A+ Program, Externship Experience, and recruiting.

Next is information on career events. This includes Fall Career Fair, Spring Career Expo and Career Expo Redo, Spring Education Day, Résumé Madness, Mock Interview Day, Networking Etiquette Dinner, Life After Missouri State, Exploring Careers Panels, and Fraternity & Sorority Careerists.

Methods

The majority of data was collected by reports from JobTracks, the Career Center’s web-based system for managing employer and student career-related activity, job listings, and on-campus interview schedules. In addition, the Graduate Tracking System collects data on students’ post-graduation plans, including salary information.
Student Contact

The Career Center recorded 8,902 student contacts through appointments and presentations during the 2012-2013 academic year. This section details the Career Center’s efforts with campus outreach, information on walk-in hours, the classification of students who use the Career Center, and the types of appointments.

Campus Outreach

Campus outreach consisted of 4,385 in-office appointments and consultations via e-mail or telephone. In addition, Career Center staff made 4,517 student contacts in presentations to classes and organizations, including 1,123 contacts in résumé presentations; 957 contacts came from presentations that covered a combination of topics related to marketing themselves; 853 contacts were made through Career Center overview presentations; and 803 contacts were from the College of Business career fair preparation workshops.

Several professors incorporated Career Center services such as presentations and career assessments into their course requirements. In addition to presentations to GEP 101 and UHC 110 classes, the Career Center provided services to classes in art, accounting, agriculture, anthropology, biology, biomedical sciences, chemistry, communication, computer science, counseling, criminology, education, engineering, geography, kinesiology, marketing, nursing, physical therapy, political science, professional writing, psychology, religious studies, and social work. Figure 1 shows the types of presentations that the Career Center made during the 2012-2013 academic year.
The 2012-2013 academic year represented the third year of the Career Center’s Peer Advisor Program. Joey Battelline, second-year graduate assistant with the Career Center, managed the program, trained and supervised the peer advisors, and developed a manual to aid future program supervisors.

Prior to Spring 2013, an operations manual for the Peer Advisor Program did not exist. Therefore, a 50-page manual was developed that includes hiring procedures, training rubrics, marketing strategies, supervisory policies, and peer advisor responsibilities.

After Joey Battelline graduated in May 2013, the responsibilities of the program transferred to Gary Stafford, a full-time Career Resources Specialist. Gary will be responsible for training the new graduate assistant to manage the Peer Advisor Program. Once the graduate assistant has assumed the role of Peer Advisor Supervisor, Gary will serve as a secondary mentor to the program.

For the 2012–2013 academic year, the peer advisors served approximately 1,252 students and alumni. This compares to 1,375 in the previous academic year. By September 2012, the peer advisors had already seen 233 students, which was nearly 40% of the total walk-ins of fall 2011; therefore, student use of the program appears to be strong and steady.

In an effort to centralize efforts and reach other academic disciplines, the Peer Advisor Program fully transitioned its operations from Glass Hall to Carrington Hall during Spring 2013. Because Friday walk-in hours were not heavily used, beginning in Spring 2013, the walk-in schedule was Monday–Thursday.

In Spring 2013, the peer advisors conducted five days of special sessions of Résumé Madness for students in MGT 286 classes.

The peer advisors began conducting Career Center Overview presentations during Spring 2013 on behalf of the Career Center staff. This initiative has proven to be an effective means for enhancing the presence of the Peer Advisor Program across campus. Because these presentations are quite extensive during the fall, this adjustment will enable the full-time professional staff to allocate more energy to career counseling, event preparation, and strategic planning while the peer advisors help manage the presentation responsibilities.
When the Fall 2012 semester began, the Career Center hired five new peer advisors: Tara Simmons, Communication Science & Disorders; Leena Shadid, Political Science; Nii Kpakpo Abrahams, Communication; Josh Hammack, General Business; and Brett Tanaka, MBA. Nick Balla, Electronic Arts, also returned for another year. In Spring 2013, Brett accepted a graduate assistantship with the College of Business Academic Advisement Center. Leena graduated in May 2013 with plans to attend law school. The remaining peer advisors will be joined next fall by Kimberly Brake, History.

**Student Classification**

Of the student contacts recorded, 2,592 were with freshmen, which represented 32% of the appointments—the majority. This is a higher percentage than last year’s figure of 28%. This number was followed by that of sophomores (2,002) and juniors (1,849). Contacts with seniors accounted for 17%, graduate students 3%, and alumni (Figure 2).

**Types of Appointments**

Figure 3 shows the various types of in-office appointments. As is typical of previous years, the two main purposes for appointments with the Career Center were for résumé critiques and career counseling.
Career Exploration

Career exploration is an important aspect in the career development process. To assist students with career exploration, the Career Center provides three main services:

• Career Counseling and Career Advising
• IDS 120 and IDS 320
• Job Shadow/Mentor program

Career Counseling and Career Advising
During the 2012–2013 academic year, the Career Center’s Career Resources Specialists and the Counseling Graduate Assistant administered and interpreted career assessments during individual counseling appointments. All of the Career Resources Specialists have their Master’s degree. Each has either an educational background in counseling or is MBTI certified.

Career counseling and career advising are separate categories. Career counseling is defined as the process by which a counselor assesses and analyzes an individual's interests, personality, values, and skills and assists the individual in clarifying goals, exploring occupations, and developing effective decision-making strategies. (Figure 4 shows a student during an intake session.)

The main assessments used in career counseling are the Myers-Briggs Type Indicator (MBTI), the Strong Interest Inventory, the Multiple Intelligences Checklist, a Work Values Inventory, a Skills Set Inventory, and FOCUS2. In addition to FOCUS2 being available online, the MBTI and Strong assessments are available to students and alumni online through JobTracks. Reports show that 497 students registered for the MBTI and 371 registered for the Strong Interest Inventory.

The number of career counseling appointments during 2012–2013 (649) is close to the previous year’s number (676), demonstrating a steady and
consistent use of career counseling services. The percentage of career counseling appointments with freshmen increased drastically—from 35% the year before to 53% in the 2012–2013 academic year with freshmen. (See Figure 5.)

**Career advising** is professional guidance for individuals who know which careers or academic majors interest them, but want to learn more details concerning the occupations or fields of study. This is not to be confused with academic advising in which faculty and staff advisors assist students with devising a plan of study and a college course schedule. The number of career advising appointments (169) were slightly higher than the previous year’s 144, with the numbers fairly equally divided between seniors, juniors, sophomores, and freshmen (Figure 6).

One of the assessments that the career counselors use is FOCUS2, a web-based assessment that many instructors of GEP 101 have included in their curriculum. The number of new users (1,898) was very close to the previous year’s number (1,919), with 200 more freshmen using the program than in the previous year. Figure 5 shows the class composition percentages of new users. The months with heaviest use are September, October, and November, mainly because of the GEP 101 classes that require their students to complete this assessment.
IDS 120 & IDS 320

In Fall 2013, Career Center Career Resources Specialists SuzAnn Ferguson, Gary Stafford, and Valerie Turner taught three sections of IDS 120: Exploring Majors and Careers. This was the second year that one of the sections was a Curricular Learning Community course paired with a section of GEP 101.

Two sections of IDS 120 were taught in the spring semester by SuzAnn Ferguson and Valerie Turner. For the first time, an online section was offered for summer 2013, taught by Valerie Turner. IDS 320: Job Search Preparation and Career/Life Planning was not offered during the fall 2012 semester, but in spring 2013, Dominiece Hoelyfield taught one section. Table 1 shows enrollments for the sections.

Job Shadow/Mentoring Program

The Career Center encourages students in their career exploration process to research careers by talking to people in their field of interest. Some activities in which a student may participate with a professional include—

- job shadowing
- informational interviews
- mock interviews
- networking
- résumé and cover letter critiques

The Career Center is in the process of refreshing its mentoring contacts. Currently, approximately 400 employers and alumni have expressed interest in being mentors. The Career Center has confirmed that nearly 70 percent of these individuals are actively engaged in being a mentor to Missouri State students and will continue to build on this foundation of mentors as the process continues.

Table 1. Enrollments for IDS 120 and 320.

<table>
<thead>
<tr>
<th></th>
<th>Fall 2012</th>
<th>Spring 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>IDS 120 Section 1</td>
<td>22</td>
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<td>26</td>
<td>25</td>
</tr>
<tr>
<td>IDS 120 Section 3</td>
<td>25</td>
<td>N/A</td>
</tr>
<tr>
<td>IDS 320 Section 1</td>
<td>N/A</td>
<td>11</td>
</tr>
</tbody>
</table>
CRAED Program

For the sixth year, the CRAED (Creating Responsible, Engaged, Academic Decision-makers) program continued to be a beneficial tool to help redirect students. The program is a collaboration between the Career Center and Judicial Programs.

The goal of this collaboration is to help students who have been charged with their second violation of the school’s alcohol policy to see that their behaviors have long-term consequences, to gain a greater understanding of themselves and the career development process, and to feel energized about their career options.

In 2012-2013, the Career Center had 14 CRAED students; this number is comparable to the 15 in the previous year. Each student was assigned to a career resources specialist who would see him or her through all steps of the program.

Of the 14 students, six completed the program successfully in Spring 2013, and two are scheduled to complete the program in Fall 2013. Six students did not complete the steps and are assumed to have been dropped from CRAED by Judicial Programs.

TRiO

In Fall 2012, the Career Center partnered with TRiO to provide career guidance for students in the TRiO Sophomore program. Throughout the semester, Career Resources Specialists met with small groups of TRiO sophomores to cover topics ranging from FOCUS2 (career assessment) to résumés, interviewing, and job searching. Fifteen students participated and completed this program successfully. This program has significantly increased TRiO students’ confidence in developing and marketing themselves for their future careers. Career Resources Specialist Margie Stewart coordinated the sophomore career plan with TRiO Assistant Director, Sandy Hart.

A+ Program

This was the seventh year of the Career Center’s partnership with Parkview High School’s A+ program. Gary Stafford was the coordinator for this program, which assists high school students with résumés and interviewing. In addition to staff from Ozarks Technical Community College and Missouri Career Center also volunteered.

Externship Experience

Working with the College of Humanities and Public Affairs, Career Resources Specialist Dominiece Hoelyfield is developing an externship program, which allows Missouri State University students to participate in a one-week apprenticeship during spring break. The goal for the first year of the program is to select twenty participants. These successful candidates will attend an orientation before they begin their externship. During the externship, the students will work five days a week, four to eight hours per day. At the end of the externships, the students will complete a reflection assignment and evaluation of the externship.
Recruiting

The 2012-2013 academic year has seen an increase in job postings, while other on-campus recruitment activity has remained somewhat stable. The fall 2012 recruiting season began by hosting two career fairs: the College of Business Career Fair with 87 employers in attendance, and the campus-wide Career Fair with more than 90 employers participating.

In addition, 44 companies conducted on-campus interviews during fall 2012. During the spring 2013 semester, almost 120 employers attended the Career Expo. Because of the inclement weather, attendance declined from the nearly 150 employers who had originally registered. However, the inaugural Career Expo Redo took place later in the semester, in which more than 75 employers attended. Additionally, 25 companies conducted on-campus interviews during spring 2013.

Recruiting Trends

According to the National Association of Colleges and Employers (NACE), recruiting trended upward, increasing hiring by 13 percent in the fall semester, and increasing at a slower pace of 2.1 percent in the spring semester. More than 90 percent of employers surveyed by NACE planned to hire graduates with a bachelor’s degree, and over 60 percent of employers planned to hire graduates with a master’s degree.

Although many majors were in demand from employers surveyed, those in higher demand include business, engineering, computer sciences, accounting, economics, physical sciences, communications, and social sciences.

Finally, employers surveyed highlighted the top skills they seek in newly graduated students. The top abilities include the following:

- communicate verbally
- make decisions and solve problems
- obtain and process information
- plan, organize, and prioritize work
- analyze quantitative data
- apprehend technical knowledge related to the job
- achieve proficiency with computer software programs
- create and/or edit written reports
- sell or influence others

In November 2012, Margie Stewart attended the Midwest Association of Colleges and Employers (MWACE) Recruiting Trends Conference. The following are some highlights from the Recruiting Trends Report:

Although employers have hiring targets, they tend to remain flat in comparison to the previous year’s growth. Hiring targets for employers targeting graduates with bachelor’s degrees increased by 5%, however, those employers targeting graduates with master’s degrees decreased by 1-6% dependent upon the degree. Although many majors were in demand from employers surveyed, those in higher demand include all technology majors, all business majors, Accounting, Communication, Public Relations, Human Resources and Economics.

Additionally, employers identified key on-campus recruitment strategies to help target both intern and full time employees. The most successful strategies include attending career fairs, both campus wide and targeted, on-campus interviewing, information sessions, and social media.

On-Campus Interviews

Sixty-nine employers with 132 different job/internship postings participated in on-campus interviews during the 2012-2013 academic year.

More than 350 students were selected to interview during the 2012-2013 academic year. Below are some additional statistics concerning on-campus interviews:
• 44 on-campus interviews were held in the fall semester, and 25 on-campus interviews were held in the spring semester.
• 80 percent of on-campus interviews were held for jobs located in the Midwest.
• 64 percent of on-campus interviews were held for jobs located in Missouri.
• 7 percent of on-campus interviews were held for jobs in other states, including Florida, New York, Texas, and Washington; 13 percent of on-campus interviews were held for jobs nationwide.
• Industries represented during on-campus interviews include, but are not limited to, the following:
  » Finance: 11 companies
  » Construction and Manufacturing: 9 companies
  » Information Technology: 7 companies
  » Accounting: 7 companies
  » Retail: 6 companies
  » Education: 2 schools

The following employers participated in on-campus interviews during the 2012-2013 academic year:
• ALDI, Inc.
• Americo Life, Inc.
• Avik Services
• AXIUS Financial
• Big M Marina
• BKD, LLP
• Camp War Eagle
• Collective Brands (Payless Shoe Source)
• Commerce Bank
• ConocoPhillips
• Consolidated Electrical Distributors
• Corporate Business Systems
• D&D Stainless & Alloys, Inc.
• Data-Tronics Corp.
• DST Systems, Inc/Argus Health Systems
• Edward Jones
• Elliott, Robinson and Company, LLP
• Emerson Climate Technologies
• Enterprise Holdings, Inc./Enterprise Rent-A-Car
• Farmers Insurance Group
• Federal Reserve Bank of Kansas City
• Federated Insurance
• Fedex Freight
• Fireman's Fund Insurance Company/Allianz Group
• Garney Construction
• Hallmark Cards, Inc.
• HealthMEDX, Inc.
• Henderson Trucking & Logistics
• Hensel Phelps Construction Co.
• Hogan Motor Leasing Inc.
• Interstates Construction Services, Inc.
• ISN
• JE Dunn Construction Co.
• Jet Aviation St. Louis, Inc.
• Kirberg Company
• KnowledgeLake, Inc.
• Koch Industries
• Kohl's Department Stores
• KPM CPAs
• KPMG, LLP
• Liberty Mutual
• Lithko Contracting, Inc.
• Lopata Flegel & Company LLP
• McCarthy Building Companies Inc.
• Medix Staffing Solutions
• Microsoft Corporation
• Missouri State University—Career Center
• Missourians for Ed Martin
• Modern Woodmen of America (Financial Company)
• Peace Corps
• Penske Logistics
• PepsiCo
• Phillips 66
• Point O'Pines Camp for Girls
• RubinBrown, LLP
• Servi-Tech, Inc.
• SFW Partners, LLC
• Stagedoor Manor
• State Street Corporation
• Target Corporation
• The Sherwin-Williams Company
• The Whiting-Turner Contracting Company
• Total Quality Logistics, Inc. (TQL)
• TruckMovers
• University Directories
• Wal-Mart Stores, Inc.
• Walt Disney World
• Young Entrepreneurs Across America

Job Opportunities Overview
Employers who post their full- and part-time positions through the Career Center often seek candidates from many or all colleges. Therefore, the job may be posted for more than one college, thus giving a duplicate count for the number of jobs. For example, a position seeking candidates with marketing and/or communication majors would result in one count for the College of Business Administration and one count for the College of Arts & Letters.

The College of Business has historically shown the largest number of full-time job opportunities as well as internships (Table 2). The College of Natural and Applied Sciences had the second largest number, with the other colleges following closely. Figure 8 shows the percentage distribution of full-time jobs by college.

Internships Overview
Similar to full-time postings, determining the college to which an internship posting applies is complicated, since many postings apply to more than one college. For example, if an employer indicated all majors are able to apply for the internship, then that position was recorded for all the colleges. Likewise, employers posted some jobs as both full-time and internship; therefore, those positions were counted as both. Figure 9 shows the percentage distribution of internships by college.
Table 2. Job opportunities by college.

<table>
<thead>
<tr>
<th>Job Type</th>
<th>Agriculture</th>
<th>Arts &amp; Letters</th>
<th>Business</th>
<th>Education</th>
<th>Health &amp; Human Services</th>
<th>Humanities &amp; Public Affairs</th>
<th>Natural &amp; Applied Sciences</th>
<th>Totals</th>
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</thead>
<tbody>
<tr>
<td>Full-time</td>
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<td>612</td>
<td>1742</td>
<td>697</td>
<td>533</td>
<td>496</td>
<td>941</td>
<td>5585</td>
</tr>
<tr>
<td>Internship</td>
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<td>228</td>
<td>492</td>
<td>121</td>
<td>129</td>
<td>136</td>
<td>292</td>
<td>1581</td>
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<tr>
<td>Temporary</td>
<td>104</td>
<td>117</td>
<td>162</td>
<td>143</td>
<td>129</td>
<td>99</td>
<td>112</td>
<td>866</td>
</tr>
<tr>
<td>Totals</td>
<td>851</td>
<td>957</td>
<td>2396</td>
<td>961</td>
<td>791</td>
<td>731</td>
<td>1345</td>
<td>8032</td>
</tr>
</tbody>
</table>

Figure 8. Distribution of full-time jobs by college.

Figure 9. Distribution of internships jobs by college.
“One of the many legislative duties I was given was to deal with constituent matters, ranging from phone calls to email returns, tour planning, etc. Coming into the job with a background in political science, I was well aware of the lack of knowledge that the general public has in regards to the very things that control their daily lives, such as the legislation in the House. I was and still am no expert on the complete interworkings of the policy process, which made it a tad bit difficult in guiding their issues into the right direction.”

~ Cody Holt
Legislative Intern

Legislative Internships
The individuals who know the most about the issues and activities at the Missouri capital are not necessarily the legislators, governor or business community, but instead are the Missouri State University Legislative Interns.

The Legislative Internship Program provides participating students the opportunity each spring semester to serve on the staff of a state legislator at the capitol in Jefferson City. The interns affect and are engaged by nearly all aspects of legislative life in Jefferson City. This is one reason that those who participate find the experience so rewarding.

The legislative internship process begins with applications accepted and reviewed from August to mid October. Interviews and selections occur in mid November. After orientation in mid December, the internships begin in early January.

Table 3 shows the list of legislators and the Missouri State interns who participated in the 2012-2013 program. Missouri State alumni Representative Lincoln Hough (BS, 2005) and Representative Eric Burlison (MBA, 2002; BA, 2000) had participated in the Legislative Internship Program. During the 2012–2013 academic year, Director Jack Hunter coordinated the program. Figures 10 and 11 show three of the legislative interns.

Table 3. Legislators and their assigned interns.

<table>
<thead>
<tr>
<th>Legislator</th>
<th>Intern</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rep. Lincoln Hough</td>
<td>Daniel Boyle</td>
</tr>
<tr>
<td>Sen. Bob Dixon</td>
<td>Gena Valente</td>
</tr>
<tr>
<td>Rep. Sandy Crawford</td>
<td>Ashton Banta</td>
</tr>
<tr>
<td>Rep. Eric Burlison</td>
<td>Cody Holt</td>
</tr>
</tbody>
</table>
Figure 10. Legislative Interns Daniel Boyle and Cody Holt.

Figure 11. Legislative Intern Ashton Banta.
Career Events

Career events for the 2012-2013 academic year include career fairs in the fall and spring semester, Résumé Madness, Mock Interview Day, Networking Etiquette Dinner, Life After Missouri State, Exploring Careers Panels, and Fraternity & Sorority Careerists.

Fall Career Fair

Ninety-one employers attended the fall Career Fair, compared to 81 employers who attended last fall. The following employers attended Fall Career Fair:
- Academy Bank
- ACCESS Family Care
- AG Financial Solutions
- American Board for Certification of Teacher Excellence
- American Income Life/National Income Life
- ANPAC - American National Property & Casualty Co
- Anthem Blue Cross Blue Shield
- Auto-Owners Insurance Company
- Better Business Bureau serving Southwest Missouri
- Brewer Science Inc
- Central States Industrial Equipment CSI
- City Utilities
- Cleveland Chiropractic College
- Collective Brands (Payless Shoe Source)
- Colonial Life & Accident Insurance Co
- Combined Insurance
- Commerce Bank
- Consolidated Electrical Distributors
- Data-Tronics Corp.
- Dillard’s, Inc.
- Drury University Graduate School
- DST Systems, Inc/Argus Health Systems
- Edward Jones
- Enterprise Holdings, Inc./Enterprise Rent-A-Car
- Faith Technologies, Inc.
- Farmers Insurance Group
- Federal Reserve Bank of Kansas City
- Girl Scouts of the Missouri Heartland
- Greene County Family Support Division
• GRIMCO
• Health South Hospital
• HealthMEDX, Inc.
• IBM - Columbia, MO
• Integrity Home Care
• J&L Marketing, Inc.
• Jack Henry & Associates Inc.
• Journal Broadcast Group/KTTS-FM / KSGF / KSPW / KRVI
• JP Morgan Chase
• Kansas City University of Medicine and Biosciences
• KOZL/KOLR
• Kraft Foods
• Lakeland Behavioral Health System
• Liberty Bank
• Liberty Mutual
• Lowes Companies Inc.
• Mad Science of SW Missouri
• Mark Twain National Forest
• Mary Kay
• Mercy Springfield, MO
• Midwest Family Broadcasting Group
• Missouri Baptist University
• Missouri Farm Bureau
• Missouri State University - Graduate College
• Missouri State University - MBA Program
• Missouri State University - ROTC Dept
• Modern Woodmen of America (Financial Company)
• Navy Officer Recruiting
• Noble
• Northwestern Mutual Financial Network
• Northwestern Mutual Financial Network
• Ozarks Public Television & KSMU
• Park Hill School District
• Planned Parenthood
• Regal Belloit Corporation
• Reliable Toyota Lexus BMW Audi Scion Superstore
• RuffaloCODY
• Saint Louis University Graduate School
• Southwest Baptist University
• State Farm Insurance Independent Contractor Agent
• Stowers Institute for Medical Research
• Sunrise Media Partners, LLC
• Target Corporation
• TeleTech
• The Arc of the Ozarks
• The Graduate School, John Brown University
• The School of Professional Psychology at Forest Institute
• The Victim Center
• T-Mobile
• University of Central Missouri
• University of Missouri School of Law
• University of Missouri School of Social Work
• University of Missouri-Columbia Crosby MBA Program
• University of Nebraska
• University of Oklahoma College Of Pharmacy
• University of Tulsa - College of Law
• University of Tulsa Graduate School
• US Air Force
• Wal-Mart Stores, Inc.
• Walt Disney World
• Washburn University School of Law
• Western & Southern Financial Group
Due to inclement weather, the number of employers attending Spring Career Expo was down slightly compared to the previous year. Approximately 120 employers attended this year's Career Expo, compared with 139 employers in the previous year. However, a makeup recruitment opportunity—Career Expo Redo—was offered to employers, and more than 75 employers attended. Combined, we welcomed 176 employers to both events (Figures 12–14).

The following employers attend either or both career events.
- AAA Insurance
- Aflac
- AG Financial Solutions
- ALDI, Inc.
- American Board for Certification of Teacher Excellence
- American Business Systems (ABS)
- American Family Insurance
- American International Schools - China
- American Ramp Company
- AmeriCorps NCCC
- ANPAC - American National Property & Casualty Co
- Associated Electric Cooperative, Inc. (AECl)
- Avon Products, Inc.
- AXA Advisors
- Best Buy Co., Inc
- Better Homes and Gardens Real Estate | Southwest Group
- Boys & Girls Town of Missouri/Great Circle
- Breakthrough Biotech
- Brewer Science Inc
- Buckeye International, Inc
- Buckle, Inc.
- BWI Companies, Inc.
- C.H. Robinson Worldwide, Inc.
- Camden on the Lake Resort, Spa & Yacht Club
- Centene Corporation
- Central States Industrial Equipment CSI
- Christian Health and Rehab
- Ciona Technologies
- City Utilities
- Cleveland Chiropractic College
- CNH Reman LLC
- Commerce Bank

Figure 12. Career Expo welcome sign containing companies’ logos.
• Corporate Business Systems
• Cox Health Systems
• Cox Medical Center Branson
• Custom Powder Systems
• Dillons Food Stores
• Drury University Graduate School
• DST Systems, Inc/Argus Health Systems
• Dynatek Laboratories, Inc.
• Edward Jones
• EFCO Corporation
• Emerson Climate Technologies
• Enterprise Holdings, Inc./Enterprise Rent-A-Car
• Environmental Works, Inc.
• ESI Contracting
• Farmers Insurance Group
• Federal Bureau of Prisons
• Federal Reserve Bank of Kansas City
• Fedex Freight
• Freeman Health System
• Freightquote.com
• Frito-Lay, Inc.
• Girl Scouts of NE Kansas and NW Missouri
• Glazer’s
• Grand Crowne Resorts
• Great Southern Bank
• Greg Olinger Insurance & Financial Group - Farmers Insurance
• GRIMCO
• HealthMEDX, Inc.
• Henderson Trucking & Logistics
• HSHC, Inc.
• Hy-Vee, Inc.
• IBM - Columbia, MO
• Insight Global, Inc.
• Integrity Home Care
• Inter-State Studio and Publishing, Inc.
• Jack Henry & Associates Inc.
• JMARK Business Solutions, Inc.
• Journal Broadcast Group/KTTS-FM/KSGF/KSPW/KRVI
• JP Morgan Chase
• Kansas City Missouri Police Department
• Karmak, Inc.
• Knowledge Alliance
• KnowledgeLake, Inc.
• Kohl’s Department Stores
• Kraft Foods
• KRDK HD TV / Koplar Communications Intl™
• KY3, Inc.
• L.J. Hart & Company
• Lakeland Behavioral Health System
• Leggett & Platt, Inc.
• Liberty Mutual
• Lucite International Inc
• Marshalls
• Mary Kay
• McKesson Corporation
• McKesson Technology Solutions
• Mediacom Communications Company
• Medix Staffing Solutions
• Mercy Springfield, MO
• Messengers Lawn
• Midwest Family Broadcasting Group
• Midwest Metro
• Mission Aviation Fellowship
• Missouri Career Center

• Missouri Department of Natural Resources (DNR)
• Missouri Division of Youth Services
• Missouri Farm Bureau
• Missouri Society of CPAs
• Missouri State University - Graduate College
• Missouri State University - MBA Program
• Missouri State University **
• Modern Woodmen of America (Financial Company)
• MODOT - Missouri Department of Transportation
• National Information Solutions Cooperative (NISC)
• Navy Officer Recruiting
• Netchemia, LLC.
• Northwestern Mutual Financial Network
• OnMedia
• O’Reilly Auto Parts
• Ozark Tri-County Health Care Consortium, Inc.
• Ozarks Medical Center
• Ozarks Public Television & KSMU
• Paulo Products Company
• Peace Corps
• PILR Technology
• Pittsburg State University
• Price Cutter
• PRIME Inc
• Primerica Financial Services
• Reliable Toyota Lexus BMW Audi Scion Superstore
• Ryan Lawn and Tree
• S2Tech
• Saint Louis University Graduate School
• Scottrade
• Signatureseafoods.com
• Six Flags- St. Louis
• Smart Choice Communications
• Social Security Administration
• Southern Supply Company
• Southwest Baptist University
• Sprint by Wireless Lifestyle
• St. Louis County Police
• Starbucks Coffee Company
• Starlight Theatre
• State Farm Insurance and Financial Services

Figure 14. Career Expo Redo in Plaster Student Union.
53 schools employers attended spring Education Day, compared to 44 employers who attended last spring (Figure 15).

The following employers attended spring Education Day:
- American International Schools - China
- Arkansas City USD 470
- Ballard R-II School
- Belton School District #124
- Blue Eye R-V School District
- Bolivar R-I School District
- Camdenton R-III School District
- Cassville R-IV School District
- Clever R-V School District
- Climax Springs R-IV School District
- Columbia College – Springfield
- DESE-VETS
- Dunklin R-V School District
- East Newton R-VI School District
- Galena R-II School District
- Gasconade County R-I School District
- Harrisonville Cass R-IX School District
- Hollister R-V School District
- Jamaa Learning Center
- Kansas City Public Schools
- Leavenworth School District
Résumé Madness

Each semester the Career Center staff visit various locations on campus to review student resumes and cover letters. Employers from AAA, Kohl’s, Modern Woodman, New York Life, North Western Mutual, and Total Quality Logistics participated in these events.

Mock Interview Day

Mock interview Day is held each semester in the Plaster Student Union Ballroom. This development opportunity provides students an appropriate and risk-free space to practice their interview skills with a real-world employer. The fall Mock Interview Day welcomed 9 employers, and the spring Mock Interview Day welcomed 10 employers. Approximately 90 students register each semester, however, we consistently have about 10% of these students cancel or not show on the day of the event.

The following employers attended Mock Interview Day in fall 2012:
• AG Financial
• Americo Life
• Auto-Owners Insurance Group
• Commerce Bank
• EFCO
• Jack Henry
• Leavenworth Board of Education
• Modern Woodman
• New York Life
• Springfield Music
• Wyndham

The following employers attended Mock Interview Day in spring 2013:
• AAA
• Americo Life
• Federated Insurance
• Kohls
• Midwest Family Broadcast
• Missouri Board of Probation
• Modern Woodman
• New York Life
• Springfield Music
• Wyndham
Networking Etiquette Dinner

The Networking Etiquette Dinner is held each semester in the Prime Overtime Club in JQH Arena. This professional development event provides students an opportunity to learn appropriate business etiquette for meals with employers. The fall dinner welcomed 14 employers, and the spring dinner welcomed 9 employers. Approximately 100 students attend this dinner each semester.

The following are employers who attended the fall Networking Etiquette Dinner.

- Auto-Owners Insurance Company
- Central States Industrial Equipment CSI
- Commerce Bank
- Cox Health Systems
- Farmers Insurance Group
- Farmers Insurance Group
- McKesson Corporation
- Metropolitan National Bank
- Missouri State University **
- Northwestern Mutual Financial Network
- Schreiber Foods Inc.
- Target Corporation
- U.S. Engineering Company
- Wyndham Vacation Ownership

The following are employers who attended the spring Networking Etiquette Dinner.

- American Family Insurance
- Commerce Bank
- Elliott, Robinson and Company, LLP
- Jack Henry & Associates Inc.
- Missouri Society of CPAs
- Northwestern Mutual Financial Network
- Total Quality Logistics, Inc. (TQL)
- University of Missouri School of Law
- Western & Southern Financial Group

Life After Missouri State

The Life After Missouri State and Speed Networking Event in February 2013 were joint programs between the Career Center and the Missouri State Alumni Relations. The goal of the Speed Networking Event in February 2013 was to prepare students for networking and to teach them how to access the hidden job market. The event began with an hour of speed networking, followed by a less-structured opportunity to network with alumni and employee from local businesses.
Twenty-eight employer representatives assisted with the event:

- Russell Winterberg, ANPAC
- Megan Brooks Trower, ANPAC
- Travis Liles, Community Foundation of the Ozarks
- Brian Fogle, Community Foundation of the Ozarks
- Thomas Jensen, CoxHealth
- Nikki Rios, CoxHealth
- Stacey Letterman, CoxHealth
- Melissa Isenberg, CoxHealth
- Sarah Thomas, CoxHealth
- Derek Fraley, Guaranty Bank
- Mike Cosby, Husch Blackwell Sanders
- Leann Long, Jack Henry
- Buddy Lee, Jack Henry
- Emily Saltsgaver, Jack Henry
- Rick Borgard, Kohl’s
- Debbie Branson, Missouri State University
- Andrea Mostyn, Missouri State University
- Stacey Funderburk, Missouri State University
- Keri McKee, Missouri State University
- Michal Dale, Missouri State University
- Randy Dillon, Missouri State University
- Trevor Crist, Nixon and Lindstrom Insurance
- Dan Cogswell, Pinnacle Sign Group
- Mark Schindler, Springfield Police Department
- Courtney Wendel, Springfield Symphony
- Ken Huels, Union Pacific Railroad
- Liz Trader, Wyndham Resorts
- Megan Havens, Wyndham Resorts

**Exploring Careers Panels**

During the 2012-2013 academic year, the Career Center hosted five Exploring Careers Panels in which professionals provided information on their occupations and offered advice for students interested in their career fields. The following are the professionals who participated in each panel:

**Finance/Accounting Careers**

- Derek Fraley – VP, Treasury with Guaranty Bank
- Nikki Hampton – Human Resources with Commerce Bank
- Tina McManus – Director of Accounting and Budgeting with Missouri State University
- Kauleen Volentine – Staff Accountant with KPM
Counseling/Psychology/Social Work Careers

- Dr. Evelyn Darrow – Clinical Psychologist
- Amanda Griffin – Therapist with Good Samaritan’s Boys Ranch
- Lisa Langston – Counselor with Missouri State University Counseling & Testing Center
- Michael Lehmann – Director, Homeless Services with Burrell Behavioral Health
- Lorrie Miller – Guidance Counselor with Kickapoo High School

Kinesiology Careers

- Zach Bennet – Human Resources with Mercy
- Bill Ingemi – Health & Human Performance Director with Springfield-Greene County Park Board

Management Careers

- Devin Dillon – Managing Trustee with DK Financial Group
- Mandy Emory – Human Resources with Wyndham Vacation Ownership
- Megan Frank – Human Resources with Target
- Stephanie Morris – Human Resources with Total Quality Logistics

Liberal Arts Careers

- Donovan Bankhead – Vice President with Springfield Music
- Shem Johnson – Owner with Primal Fitness
- Holly Jones – Grants and Research Administrator with Burrell Behavioral Health
- Jaimie Trussell – Development Director with Convoy of Hope

Fraternity & Sorority Careerists

Working with Missouri State University’s Fraternity & Sorority Life, Career Resources Specialist Gary Stafford coordinated and conducted the Greek Careerist presentations, attended by approximately 150 students from Greek organizations (Figure 19).
Marketing Material

Career Center DVDs

Ozarks Public Television created three DVDs for the Career Center: The Career Center: One World, Limitless Possibilities, Internship Program, and Legislative Internship Program. In addition to being available for viewing on the Career Center’s website, these DVDs are also shown during class presentations.

Presentation Material

As a result of accommodating online courses, Valerie Turner worked with the Faculty Center for Teaching and Learning to create two presentations: one on cover letters and one on introduction to résumés.

Publications

In 2012–2013, the Career Center’s newsletter committee, which included Sue Douglas, Dominiece Hoelyfield, Gary Stafford, Valerie Turner, Kim Lucas, and Caleb Jobe (Fall 2012), created two newsletters. This newsletter, titled Career Centered, was distributed electronically to faculty, staff, students, and employers. For the Externship Program, Dominiece Hoelyfield developed a manual, fact sheet, and brochure. Other publications included flyers for the career events and advertising in the Standard, Missouri State University’s student newspaper (Figure 20).
Research

Graduate Tracking System

All higher education institutions are required to disclose their placement rates under the Higher Education Opportunity Act (HEOA). To measure the effectiveness of academic preparation and student achievement, the Career Center developed the Graduate Tracking System (Figure 21). This system, the result of more than five years of work, rolled out January 2012. Students with majors in computer science or CIS (six students in five years) created the program. All the students earned internship credit for their work, and those who have graduated had jobs by the time they graduated.

Many departments and colleges do an excellent job of tracking their graduates. This program was created to provide campus-wide access to student outcomes data. The data is tracked for 270 days after month and year of student’s graduation. Data is input via the Career Center’s website and may be entered by students, faculty, staff, or employers. From this data, customizable reports then may be generated and imported into Microsoft Excel spreadsheets, accessible only by faculty and staff who have received access permission.

Graduate Salary Data

Table 4 shows the salary data for graduates from Summer 2012, Fall 2012, and Spring 2013.
### Table 4. Graduate salary data for students, 2012–2013.

<table>
<thead>
<tr>
<th>College of Arts and Letters</th>
<th>College of Business</th>
</tr>
</thead>
<tbody>
<tr>
<td>Art History: $39,000</td>
<td>Accountancy, MACC: $53,250</td>
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<tr>
<td>Broadcast Journalism: $29,025</td>
<td>Accounting, BS: $47,450</td>
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<tr>
<td>Communication, BS: $43,000</td>
<td>Business Education: $32,000</td>
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<tr>
<td>Communication, MA: $44,500</td>
<td>Computer Information Systems (CIS), BS: $57,071</td>
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<tr>
<td>Creative Writing, BA: $34,078</td>
<td>CIS, MS/MBA: $90,000</td>
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<td>English Education, BSED: $34,100</td>
<td>Construction Management: $47,050</td>
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<tr>
<td>Electronic Arts, BA: $35,056</td>
<td>Entrepreneurship: $47,000</td>
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<tr>
<td>English, MA: $36,065</td>
<td>Fashion Merchandising: $37,666</td>
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<tr>
<td>Foreign Languages: $32,555</td>
<td>Finance/General Business: $43,200</td>
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<tr>
<td>Graphic Design, BFA: $33,000</td>
<td>Housing &amp; Interior Design: $34,555</td>
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<tr>
<td>Mass Media Production, BS: $29,100</td>
<td>Industrial Management: $41,000</td>
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<tr>
<td>Music, MA: $40,000</td>
<td>Information Technology Service Management: $43,667</td>
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<tr>
<td>Music Education: $35,900</td>
<td>Logistics and Supply Chain Management: $50,286</td>
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<tr>
<td>Professional/Technical Writing: $37,024</td>
<td>Management, BS: $41,165</td>
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<td>Public Relations: $30,000</td>
<td>Marketing, BS: $42,560</td>
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<td></td>
<td>MBA: $54,122</td>
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<td></td>
<td>Master of Health Administration (MHA): $60,000</td>
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<tr>
<td></td>
<td>Project Management, MS: $48,250</td>
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<table>
<thead>
<tr>
<th>College of Education</th>
<th>College of Health &amp; Human Services</th>
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<tbody>
<tr>
<td>Child &amp; Family Development, BS: $31,000</td>
<td>Nurse Anesthesia, MSN: $72,000</td>
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<tr>
<td>Counseling, MS: $38,921</td>
<td>Audiology, AUD: $67,200</td>
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<tr>
<td>Early Childhood, BSED: $33,078</td>
<td>Communication Sciences &amp; Disorders, MS: $43,000</td>
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<tr>
<td>Educational Administration, MSED: $56,090</td>
<td>Dietetics, BS: $36,743</td>
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<tr>
<td>Elementary Education, BSED: $33,234</td>
<td>Family Nurse Practitioner, MSN: $76,234</td>
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<tr>
<td>Elementary Education, MSED: $36,943</td>
<td>Nurse Education, MSN: $47,987</td>
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<tr>
<td>MAT: $41,233</td>
<td>Nursing, BSN: $51,225</td>
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<tr>
<td>Middle School Education: $37,675</td>
<td>Nursing, MSN: $103,000</td>
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<td>Special Education, MSED: $43,344</td>
<td>Physical Education: $34,023</td>
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<td>Specialist in Education: $53,000</td>
<td>Physical Therapy: $64,765</td>
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<td>Student Affairs in Higher Ed, MS: $35,500</td>
<td>Physician Assistant: $71,034</td>
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<td>Psychology, BS: $32,875</td>
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<td>Psychology, MS: $47,000</td>
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<td>Radiography, BS: $41,024</td>
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<td>Recreation, Sport &amp; Park Administration, BS: $35,087</td>
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<tr>
<td></td>
<td>Social Work, BSW: $32,346</td>
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<td>Social Work, MSW: $35,000</td>
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<tr>
<td></td>
<td>Sports Medicine/Athletic Training, BS: $35,000</td>
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<table>
<thead>
<tr>
<th>College of Humanities &amp; Public Affairs</th>
<th>College of Natural &amp; Applied Sciences</th>
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</thead>
<tbody>
<tr>
<td>Criminology/Sociology/Anthropology, BS: $45,617</td>
<td>Biology, BS: $35,025</td>
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<td>Criminal Justice, MSAS: $41,333</td>
<td>Computer Science: $56,667</td>
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<tr>
<td>Criminology, MSED: $41,788</td>
<td>Geography: $48,000</td>
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<tr>
<td>Defense &amp; Strategic Studies, MIAA: $52,000</td>
<td>Geology, BS: $46,988</td>
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<tr>
<td>Economics, BS: $37,750</td>
<td>Hospitality &amp; Restaurant Administration: $36,087</td>
</tr>
<tr>
<td>History, BA: $34,100</td>
<td>Master of Natural &amp; Applied Science: $46,988</td>
</tr>
<tr>
<td>Religious Studies, BA: $37,333</td>
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<tr>
<td>Social Science Education, BSED: $34,100</td>
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<tr>
<th>Interdisciplinary Graduate Programs</th>
<th>William H. Darr School of Agriculture</th>
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<tbody>
<tr>
<td>Administrative Studies, MSAS: $46,465</td>
<td>Agricultural Education, BSED: $35,500</td>
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<tr>
<td></td>
<td>Agronomy: $34,675</td>
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<tr>
<td></td>
<td>Animal Science, BS: $35,6250</td>
</tr>
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</table>
Staff Highlights

Career Center staff continue to build their skills and gain experiences that enhance their professional development. Throughout the year, staff attend webinars and conferences on topics ranging from assessments to recruiting trends.

Professional Development

In May 2013, Career Resources Specialists Margie Stewart and Dominiece Hoelyfield presented at the National Society of High School Scholars Conference in St. Louis.

Margie Stewart has been a member of the Springfield Area Human Resources Association (SAHRA) since 2009, and serves on the Salary and Compensation Committee. She also is a member of Society of Human Resources Management (SHRM), Midwest Association of Colleges and Employers (MWACE), American Counseling Association (ACA), and National Career Development Association (NCDA).

In addition, Margie attended MWACE Recruiting Trends Conference, where she was a volunteer on the MWACE Experiential Education Committee, and the CSO Conference (Figure 22). She also attended the Federal Reserve Bank in Kansas City, Missouri, in June 2013. Furthermore, in Fall 2012, Margie organized the Employer Panel for the Career Advising Workshop, which included James Oaks (Enterprise Holdings), Ken Huels (Union Pacific Railroad), Sheila Maerz (City of Springfield), and Jennifer Braden (Burrell Health). In addition to working closely with College of Business to coordi-

Figure 22. Margie Stewart attending the CSO Conference.
Career Resources Specialist SuzAnn Ferguson is a member of the National Association of Colleges and Employers (NACE), MWACE, American Counseling Association, and National Career Development Association.

Career Resources Specialist Valerie Kidd Turner is a member of NACE and Society for Technical Communication (STC) and attended the annual regional STC Conference hosted at Missouri State University. She serves as advisor for AWC+, the Missouri State chapter of Association for Women in Communications, which is open to women and men interested in careers in communication-related fields.

Career Resources Specialist Gary Stafford was selected by Parkview High School’s PSTA (Parent/Student/Teacher Association) as their Volunteer of the Year for his work as A+ Partner in Education and Advisory Board Volunteer. Gary is the advisor for Phi Beta Sigma and Zeta Phi Beta, providing guidance to the organizations as they enhance communities through philanthropic and programmatic services. In addition to serving as Staff Senate Sub-Committee Chair for the Public Affairs Committee, Gary is also a member of the Diversity Recruitment and Retention Consortium. As Staff Senate Senator, he is liaison to

Figure 23. Dominiece Hoelyfield with Claes Nobel, National Society of High School Scholars Chairman and senior member of the family that established the Nobel Prizes.

Figure 24. Margie Stewart with Claes Nobel.
the Staff Senate for Job Family Four members. Gary also coordinated the presentation, “Presentations with Pizazz,” and co-coordinated the presentation, “Data-Based Decision Making,” two Student Affairs workshops.

**Staff Changes**

In July 2012, Career Resources Specialist Addye Buckley-Burnell accepted the position of Assistant Director of Career Development at Auburn University. In October 2012, Sue Douglas began working as a Career Resources Specialist and Employer Relations Manager with the Career Center. Previously, Sue had been Director of Career Services with the Crosby MBA Program at the University of Missouri, Columbia. She has also worked at Edward Jones as a Recruiting Manager.

Graduate Assistant Caleb Jobe graduated in December 2012, and Graduate Assistant Joey Battelline graduated in May 2013. Both received their master’s degrees in Student Affairs in Higher Education.

Two graduate assistants joined the Career Center in fall 2012: Camille Reid, who is working on a master’s degree in public administration, and Marilee Teasley, who is working on a master’s degree in experimental psychology. Marilee co-taught a section of IDS 120 with Valerie Turner in spring 2013 and plans to co-teach in fall 2013 with SuzAnn Ferguson. She serves as Historian/Webmaster/Publicity Chair for Mu Phi Epsilon Professional Music Fraternity.

In October 2012, Marilee received a graduate student scholarship to attend the National Academic Advising Association annual conference in Nashville, Tennessee, where she presented a research poster. She also presented a research poster at the Psychonomic Society annual meeting, November 2012, in Minneapolis, Minnesota. In addition, Marilee was the recipient of two awards: the Arbuckle Leadership Award from MSU’s Psychology Department, and the Outstanding Oral Presentation Award from MSU’s Graduate College, Graduate Interdisciplinary Forum.

Carley Williams started her graduate assistantship with the Career Center in summer 2013, with the focus on employer relations efforts. She is working on a master’s degree in global studies.
Looking Back

Clockwise from top: Career Center staff compete in a gift wrapping game during a monthly luncheon. Staff, graduate students, student workers, and peer advisors enjoy the end of school year picnic. Student worker, Brandi Watson, wears her theatre makeup to work.