



EACE 2014

Annual Conference

Lead with the Wind in your Sails






May 28-30

The Westin • Annapolis, Maryland

Get the **MOST** from Your **EACE 2014 Annual Conference** **EXPERIENCE!**

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For attendees, the EACE conference app provides easy-to-use interactive capabilities to enhance their event experience:

- ☐ The Dashboard keeps you organized with up-to-the-minute info
- ☐ App keeps all conference information in one place
- ☐ Alerts allow attendees to receive important real-time communications from the conference organizer
- ☐ Built-in Twitter feed to follow and join in on the conference chatter
- ☐ Sync your schedule across multiple devices
- ☐ Connect, message and share schedules with your colleagues through the Friends feature

Message from the President



Dear EACE Conference Attendees,

Welcome to #EACE 2014! I am so happy and eager to join you in Annapolis to learn, grow and network with one another.

Our 2014 Annapolis EACE Conference Committee has worked tirelessly over the past fourteen months to bring you a dynamic program – from the opening and closing keynotes, to the concurrent sessions, to the pre-conference, exhibitors, entertainment and community service initiatives. There really is something for every employer, college and associate member alike.

We are proud to offer a robust schedule that has been approved for NBCC and HRCI credits through quality concurrent sessions, keynotes and speed learning for new and seasoned professional. You will see programs fall into a variety of categories such as working with International students, engaging faculty members and other campus stakeholders, understanding diversity in specific areas, implementing effective employment recruiting strategies, and much more.

To complement our schedule, we've taken advantage of every minute of our time in Annapolis, including plenty of exhibitor and hospitality suite breaks, early-morning wellness opportunities and nighttime dine-for-a-cause community service initiatives. Employers will want to take special note of our new Friday morning Deep Dive, and everyone will want to stay for a final day packed with strong programming.

Professional development and networking are the primary reasons to attend our EACE conference, but there is always room for some fun! Annapolis is filled with a wide variety of restaurants, culture, history, art... and the list can go on and on. Enjoy exploring the town on foot or by trolley! Our entertainment committee will be bringing EACE to a classic site – Phillips Restaurant on the waterfront. Thursday night's EACE@EASE will give you the opportunity to relax and chat with old friends while also meeting new colleagues.

With EACE there is always something extra to make your experience special. So whether you are joining us for Pre-conference at the Naval Academy, participating in our community service for the Boys and Girls Club of Annapolis, attending for the first time at our Newcomers lunch, or simply taking in the large amount of programming and networking opportunities, I am confident that you will leave Annapolis excited and rejuvenated.

Join in the conversation on Twitter and Instagram with #EACE, and don't forget that Friday is College and Company Pride day - wear your gear!

Thank you for your confidence in EACE, and enjoy the conference!

All the best,

Jennifer Barr

EACE President, 2013-2014



Message from the Chairs

We are excited to welcome you to Annapolis, MD for the 2014 Annual Conference! It has been such a pleasure to experience the conference from our points of view, as we reflect on a year ago. This conference was born as a sailboat and a tag line; now we are on the verge of a robust conference experience that provides quality networking, professional development and leadership opportunities for all attendees.

Especially, we are looking forward to all that the conference has to offer and to experiencing the conference alongside all of you. We would like to thank and recognize our 2014 conference committee chairs for all of their hard work, innovation and commitment to the planning and execution of this event. Thank you to each volunteer who helped this process run smoothly and efficiently and thank you to everyone who is continuing to help here in Annapolis. Each of you truly has played an important part in this association this year.

And now, some tidbits to look forward to in Annapolis this year:

- Start and Finish the Right Way – With two dynamic keynote speakers, you'll begin this event in a Front Row Living frame of mind, and leave on a mission to impact your local community.
- Programs that will GROW you BIG TIME – This year, you brought your best when it came to programming submissions. This year's sessions will challenge you to grow professionally and provide you with essentials for our industry.
- Community Impact – Give back to our host city this year through the Annapolis Boys & Girls club.
- Leadership Training in the Pre-Conference – Naval Academy style, EACE participants are stepping beyond their comfort zone this year.
- Record-breaking number of Exhibitors – More networking, quality products, essential resources and FUN!
- Newcomer? We've got the welcoming party! Meet the EACE Board and fellow conference newcomers at a special luncheon on Wednesday.
- The EACE conference app – IT'S BAAACK!
- Content for College & Employer Members – Friday morning kicks off with an EACE standard, Speed Learning, as well as a NEW program for employer members, The Roundtable Deep Dive.
- Did we mention we're in ANNAPOLIS?!?! Hop on the trolley and get ready for a night out on the harbor with music, desserts, and the EACE membership at EACE@EASE!!

Finally, thank you to all of our EACE sponsors. Whether your organization has chosen to sponsor EACE throughout the year, or specifically for this year's conference, we appreciate your financial commitment to the association. Your funds make so many of our programs possible; thank you for your support.

Now, go Lead with the Wind in Your Sails!

Jennifer Rossi and Dana Case

EACE 2014 Annual Conference Co-Chairs

Westin Annapolis Meeting Space



Schedule at a Glance

TUESDAY MAY 27

6:00 PM-7:30 PM Location: Boys and Girls Club

Community Service - Boys & Girls Club

Youth Workshop: Pledge to Dream - This workshop will take 30 students and EACE volunteers through an interactive exercise. Participants will start with places they dreamed to go as kids, explore different fields, build a start-plan for possible careers, and pledge to follow their dreams. This one-of-a-kind session is being developed to inspire youth and volunteers alike. The Boys & Girls Club is located at 121 South Villa Avenue, Annapolis, MD. *Meet in Westin Lobby at 5:40 PM*

WEDNESDAY MAY 28

7:30 AM-5:00 PM Location: Capitol Ballroom Hallway

Registration Open

Please stop by to pick up your registration materials, including your name badge, lanyard, tote, water bottle, and more!

8:00 AM-11:00 AM Location: Boys & Girls Club

Community Service - Boys & Girls Club of Annapolis & Ann Arundel County

Service Day: Teen Center Make-Over - EACE volunteers will unite to help make-over one of the local Boys & Girls Club site's teen centers. This is a chance to role up our sleeves to help high school students have the place they need to exercise their minds, workout their dreams, and stay fit. The Boys & Girls Club is located at 121 South Villa Avenue, Annapolis, MD.

8:00 AM-12:30 PM Location: The Naval Academy

Pre-Conference Workshop - The Call to Lead

"Naval Academy Leadership Tour (Admission is limited to those who have pre-registered to the Pre-Conference sessions)

You will tour the Historic Naval Academy for a 2 hour 15 minute comprehensive program facilitated by a retired Naval Officer. The program begins with a showing of the film, THE CALL TO SERVE, in the Visitor Center theater, followed by a brief presentation by a retired military officer. You are taken on a guided walking tour of the Naval Academy, which includes a team building marching exercise to conclude the presentation."

Meet in the Westin Lobby for the bus at 7:45 AM

11:40 AM-12:30 PM Locations: Caucus 1 & 2 (College); Senate B (Employer); Senate A (Leadership Team)

Pre-Conference Workshop Reflection Sessions

12:00 PM-1:30 PM Location: Park Place

Hospitality Suite Open - Sponsored by Vector Marketing

Whether you need to relax, recharge or just want to grab a snack, the hospitality suite is here to serve! Come check us out at Park Place between speakers!!

12:30 PM-1:30 PM Location: Annapolis Ballroom

Newcomer & Pre-Conference Lunch

Is this year first EACE Conference? Come meet other first time attendees at the Newcomers Lunch. Pre-Conference attendees are welcome.

2:00 PM-3:30 PM Location: Capitol Ballroom

KEYNOTE: Living Life in the Front Row ■ Jon Vroman

Jon's award winning 5 C's of Living College Life In The Front Row™ (Connect, Create, Change, Commit and Contribute) is an action packed and highly interactive session filled with valuable lessons about authentic, practical and visionary leadership strategies which are shared through entertaining stories and activities. This is Jon's most requested message and it's famous for creating sparks within individuals that catch fire on campus.

WEDNESDAY MAY 28 CONTINUED

3:30PM-4:00PM Location: Capitol Ballroom Hallway

Exhibitor Break - Hosted by Gold Sponsor, FM Global

Get your passport ready – it's time to get exhibitor signatures at the Exhibitor Break. Once you have 10, submit your passport at the Registration Desk. Passport winners will be announced on Friday!

4:00 PM-5:00 PM Locations: Senate A, B, Caucus 1 & 2, Capital Ballroom

Concurrent Sessions

5:00 PM-6:00 PM Locations: Annapolis Ballroom & Foyer

Exhibitor Reception with the EACE President

This annual gathering of exhibitors is a highlight of the EACE Conference every year. Join EACE president and the rest of the conference committee as they express appreciation to these companies for bringing scores of new products and creative tools to the conference's attention. Don't forget your passport! Use your green colored drink tickets for tonight. See you on the town later!

6:00 PM-9:00 PM Locations: Galway Bay Irish Pub & Paladar Latin Rum Bar

Dine for a Cause/Dinner on Your Own

(Use the public Annapolis trolley for transportation.)

While breaking bread with fellow EACE members, conference goers can raise some dough for the Boys & Girls Club. Local favorites Paladar Latin Rum Bar and Galway Bay Irish Pub are partnering with EACE and donating proceeds from Dine for a Cause to the Boys & Girls Club. Paladar Latin Rum Bar: 1905 Towne Centre Boulevard, Suite 100, Annapolis, MD. Galway Bay: 63 Maryland Avenue, Annapolis, MD.

THURSDAY MAY 29

6:00 AM-7:00 AM Location: Annapolis Historic District

Historic Annapolis Walking Tour

Watermark Tours will lead us on an early morning adventure to get our brains and bodies moving before Thursday sessions! A special tour guide, a previous Mayor of Annapolis, will lead us through the city as he shares his expertise. To attend, this tour meets at 5:45 AM in the Westin Lobby with your sneakers ready. The tour will last an hour so participants should still have time to get ready and grab something to eat before the day gets underway. Need workout gear? Get your New Balance gear at The Westin for \$5.

Meet in Westin Lobby

7:00 AM-5:00 PM Location: Capitol Ballroom Hallway

Registration Open

Please stop by to pick up your registration materials, including your name badge, lanyard, tote, water bottle, and more!

7:45 AM-8:30 AM Location: Capitol Ballroom

Breakfast - Hosted by Gold Sponsor, KPMG

8:00 AM-8:30 AM Location: Capitol Ballroom

Business Meeting

Join the EACE Board of Directors to review the association's financials, accomplishments, and goals for the future. The Board invites all conference attendees and EACE members to attend.

8:15 AM-8:45 AM Location: Park Place

Hospitality Suite Open - Sponsored by Vector Marketing

Have you donated your EACE raffle item yet? Bring it to the Hospitality Suite no later than 10:00 AM tomorrow. Raffle will be held Friday at 11:15 AM.

8:45 AM-9:45 AM Locations: Senate A, B, Caucus 1 & 2, Annapolis Ballroom

Concurrent Sessions

Schedule at a Glance

THURSDAY MAY 29 *CONTINUED*

9:45 AM-10:00 AM Location: Park Place

Hospitality Suite Open - Sponsored by Vector Marketing

Have you donated your EACE raffle item yet? Bring it to the Hospitality Suite no later than 10:00 AM tomorrow. Raffle will be held Friday at 11:15 AM.

10:00 AM-11:00 AM Locations: Senate A, B, Caucus 1 & 2 , Annapolis Ballroom

Concurrent Sessions

11:00 AM-11:15 AM Location: Park Place

Hospitality Suite Open - Sponsored by Vector Marketing

Have you donated your EACE raffle item yet? Bring it to the Hospitality Suite no later than 10:00 AM tomorrow. Raffle will be held Friday at 11:15 AM.

11:15 AM-12:15 PM Locations: Senate A, B, Caucus 1 & 2 , Annapolis Ballroom

Concurrent Sessions

12:15 PM-1:30 PM Location: Capitol Ballroom

Awards Lunch

Join the EACE Board of Directors for lunch to celebrate this year's awards recipients.

1:45 PM-2:45 PM Locations: Senate A, B, Caucus 1 & 2 , Annapolis Ballroom

Concurrent Sessions

2:45PM-3:15PM Location: Capitol Ballroom Hallway

Exhibitor Break - Hosted by Gold Sponsor, Stevenson University

Get your passport ready – it's time to get exhibitor signatures at the Exhibitor Break. Once you have 10, submit your passport at the Registration Desk. Passport winners will be announced on Friday!

2:45PM-3:15PM Location: Capitol Ballroom Hallway

Tech Doctor

You've got an issue with your technology? Haven't set up a Facebook page or group or profile or whatever for your career center yet? Can't figure out how to tweet and gram and link with your new hires? We've got a cure. Come see the Tech Doctor at the registration table.

3:15 PM-4:15 PM Locations: Senate A, B, Caucus 1 & 2 , Annapolis Ballroom

Concurrent Sessions

4:15PM-4:30PM Location: Park Place

Hospitality Suite Open - Sponsored by Vector Marketing

Have you donated your EACE raffle item yet? Bring it to the Hospitality Suite no later than 10:00 AM tomorrow. Raffle will be held Friday at 11:15 AM.

4:30 PM-5:30 PM Locations: Senate A, B, Caucus 1 & 2 , Annapolis Ballroom

Concurrent Sessions

5:30PM-8:00PM

Dinner on Your Own

8:00 PM-10:00 PM Location: Phillips Seafood Restaurant

EACE@Ease - Sponsored by Enterprise

On the water in downtown Annapolis, Phillips Seafood will be our host for a special dessert reception. We'll have all three floors from 8-10pm including the Crab deck. The DJ will get the party going on the third floor with plenty of room for dancing. Enjoy mini-cheesecakes, churros, and some gluten-free options as well. Each attendee will receive two YELLOW drink tickets and then a cash bar is available. The first 50 through the door get a small gift in remembrance of Annapolis! Come Sail Away...and relax! (Location: walking distance from trolley; street metered parking available)

FRIDAY, MAY 30

**College and Company Pride Day
(Wear Your Gear!)**

6:00 AM-7:00 AM Location: Park Place

Wellness/Fitness (Yoga with Gerald)

Salute the sun with an invigorating yoga session with EACE Board Member and registered yoga instructor, Gerald Tang.

7:00 AM-8:45 AM Location: Capitol Ballroom Hallway

Registration Open

Employer Engagement Attendees, please stop by...

Please stop by to pick up your registration materials, including your name badge, lanyard, tote, water bottle, and more!

8:00 AM-8:45 AM Location: Capitol Ballroom

Breakfast for Career Center Professionals

8:00 AM-8:45 AM Location: Annapolis Ballroom

Breakfast for Employers - Sponsored by the Maryland Career Consortium

Grab a bite and learn more about your one-stop connection to student talent at 14 Maryland college and universities.

8:30 AM-9:45 AM Locations: Capitol Ballroom (College);
Annapolis Ballroom (Employer)

Speed Learning Sessions/Deep Dive
- Sponsored by the Maryland Career Consortium

9:45 AM-10:00 AM Location: Park Place

Hospitality Suite Open - Sponsored by Vector Marketing

Last chance to donate your raffle item!! Bring it to the Hospitality Suite no later than 10:00 AM

10:00 AM-11:00 AM Location: Senate A, B, Caucus 1 & 2 , Annapolis Ballroom

Concurrent Sessions

11:00 AM-11:15 AM Locations: Park Place

Hospitality Suite Open - Sponsored by Vector Marketing

Stop by to grab a snack, sign up for an EACE committee, and connect with other conference attendees!

11:15AM-12:45PM Location: Capitol Ballroom

CLOSING KEYNOTE: Activating Your Entrepreneurial Community

■ Greg Cangialosi

Community Service Impact & Closing (Raffle)

It's the journey of an entrepreneur and his commitment to grow and develop the entrepreneurial ecosystem in Baltimore City. To pave the way for the next generation of entrepreneurs and fill the workforce skills gap that employers seek, Greg Cangialosi has co-founded an urban campus, Betamore®, which focuses on community, education and start-up incubation with successful public and private businesses. Join us as he discusses the cycle of entrepreneurship as it relates to building a sustainable ecosystem and his works with local universities to connect aspiring students to these goals.

12:30 PM Location: Capitol Ballroom Hallway

Boxed Lunches



Keynote Speakers



Jon Vroman

The Front Row Foundation

Living Life in the Front Row

Jon's 5 C's of Front Row Leadership (Connect, Create, Change, Commit and Contribute) is an action packed and highly interactive session filled with valuable lessons about authentic, practical and visionary leadership strategies which are shared through entertaining stories and activities. If you want to be inspired by a message that is famous for creating sparks that catch fire, then this session is perfect for you.

Learning Outcomes:

- Participants will learn the value of connecting with key players to form powerful relationships.
- Participants will gain awareness and skills to seek out and put to work the individual talents and strengths in others.
- Participants will understand their ability to change the culture of their organizations through consistent action based on integrity.
- Participants will be inspired to make difficult decisions that are often unpopular but necessary.

Biography: Jon Vroman is an international speaker voted "Campus Speaker of The Year" and best-selling author. He travels the world talking with students about what it takes to Live Life In The Front Row™. His mission is to encourage individuals to find and develop their unique talents so that they will make the biggest impact within their campus and community. See Jon Vroman on Eyewitness News talk about his book.



Greg Cangialosi

MissionTix

Activating Your Entrepreneurial Community

It's the journey of an entrepreneur and his commitment to grow and develop the entrepreneurial ecosystem in Baltimore City. To pave the way for the next generation of entrepreneurs and fill the workforce skills gap that employers seek, Greg Cangialosi has co-founded an urban campus, Betamore®, which focuses on community, education and start-up incubation with successful public and private businesses. Join us as he discusses the cycle of entrepreneurship as it relates to building a sustainable ecosystem and his works with local universities to connect aspiring students to these goals.

Biography: Greg Cangialosi is an entrepreneur and early stage investor based in Baltimore, MD. He has built a reputation as a leader in today's digital landscape as both a marketer and entrepreneur. Most recently Greg is CEO of MissionTix, a leading provider of event ticketing solutions. He is also a co-founder of Betamore, a Baltimore based urban campus for entrepreneurship. His previous company, Blue Sky Factory, a leading email marketing service provider was acquired by WhatCounts in July of 2011. Greg is also the managing member of both the Baltimore Angels and Nucleus Ventures. Greg is a seasoned lecturer on marketing & entrepreneurship, and is also the lead author of The Business Podcasting Book, a primer on new media for marketers. Greg holds a Bachelor's degree in English from University of Maryland Baltimore County, and serves on the board of WhatCounts and the Greater Baltimore Technology Council. Greg and his wife Theresa live in Baltimore city with their daughter Gabriella. Greg is an avid traveler and a big fan of live music.

2014 Board of Directors



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Concurrent Sessions

C=College

CE=College/Employer

E=Employer

ALL=All audiences

ALL Pre-Conference Workshop - The Call to Lead

Wednesday Meet in Westin Lobby 8:00 AM-1:30 PM

Naval Academy Leadership Tour (Pre-Registration Required)
You will tour the Historic Naval Academy for a 2 hour 15 minute comprehensive program facilitated by a retired Naval Officer. The program begins with a showing of the film, THE CALL TO SERVE, in the Visitor Center theater, followed by a brief presentation by a retired military officer. You are taken on a guided walking tour of the Naval Academy, which includes a team building marching exercise to conclude the presentation."

CE Pre-Conference Workshop Reflection Session for EACE Leadership Team

Wednesday Location: Senate A 11:40 AM-12:30 PM

These dynamic workshops are facilitated by your fellow EACE members who will help you identify leadership takeaways and best practices from the Naval Academy Leadership Tour. You will certainly enhance your leadership skills as a Career Professional, Recruitment Professional or someone who supports the college recruiting/career development process, as facilitators combine their knowledge with Naval Academy practices in order to take your leadership skills to the next level.

Jennifer Barr, Associate Director and Pre-Law Advisor, Haverford College

E Pre-Conference Workshop Reflection Session For Employers

Wednesday Location: Senate B 11:40 AM-12:30 PM

These dynamic workshops are facilitated by your fellow EACE members who will help you identify leadership takeaways and best practices from the Naval Academy Leadership Tour. You will certainly enhance your leadership skills as a Career Professional, Recruitment Professional or someone who supports the college recruiting/career development process, as facilitators combine their knowledge with Naval Academy practices in order to take your leadership skills to the next level.

Dia Harris, University Relations, Johnson & Johnson

C Pre-Conference Workshop Reflection Session For College Professionals

Wednesday Location: Caucus 1 & 2 11:40 AM-12:30 PM

These dynamic workshops are facilitated by your fellow EACE members who will help you identify leadership takeaways and best practices from the Naval Academy Leadership Tour. You will certainly enhance your leadership skills as a Career Professional, Recruitment Professional or someone who supports the college recruiting/career development process, as facilitators combine their knowledge with Naval Academy practices in order to take your leadership skills to the next level.

Christy Cunningham, Associate Director, Career Center, The Richard Stockton College of New Jersey

C The C2C Program: An Innovative Model for Student Career Readiness

Wednesday Location: Caucus 1 & 2 4:00 PM-5:00 PM

LEVEL (Active Duty/Officer's Training): Higher education is being disrupted. Spiraling college expenses are no longer sustainable and many college students are struggling to convert their degrees into wanted jobs and their education into satisfying careers. Most agree that new effective and cost efficient approaches are needed in higher education. This applies to college career services as well as academics. The C2C (College to Career) Program is a theory and researched based model program for college student career readiness. It entails a blended instructional approach informed by vocational guidance (e.g. Holland), career education (e.g. Super), Protean Careers (e.g. Hall) and Life Design (Savickas) theories. The program integrates a unique online career development system and a competency based career readiness curriculum with existing career services. As a result of the program, students will make more informed and considered career decisions, and develop career management skills which contribute to improved retention, graduation rates, first employment outcomes and greater long-term career satisfaction. At this session we will discuss details of The C2C Program including its origins, its unique online learning system and the program launch in the fall of 2014. NBCC Approved.

Mark Schappert, Business Development Manager, CSO Research

C Making Data Relevant: How to Frame an Argument to Create Strategic Importance for Your Career Center (*Directors Only*)

Wednesday Location: Senate B 4:00 PM-5:00 PM

LEVEL (All): Data. Assessment. Reporting. Career services' offices are being asked to substantiate their impact through demonstrating progress through quantitative and qualitative measures. The maturity with which career services professionals present their data-- in the depth and strength of the data, and how the argument is articulated-- will heavily influence the potential impact that reporting has on the effectiveness of the leadership of that career center to affect tactical changes. This session, through presentation, real life examples, and discussion, will discuss strategies of framing data for higher level constituents, such as university leadership. Also, the challenge of what to do with unflattering or complicated data will be discussed. NBCC Approved.

Teresa Olsen, Director of Operations and Strategic Planning, Colgate University

CE Diversity Recruitment

Wednesday Location: Senate A 4:00 PM-5:00 PM

LEVEL (Officer's Training): Diversity Recruitment, what does it mean on campus? This lecture will highlight recent developments from the corporate side of recruitment and in turn, how this translates to campus recruiting. Essentially, what schools need to know to stay on the pulse of hiring trends and how to make their students most marketable in this new era. HRCI Approved

Vicki Salemi, HR Expert/Author/Columnist, Vicki Salemi Enterprises

ALL Keynote Reflection: Jon Vroman

Wednesday Location: Capitol Ballroom 4:00 PM-5:00 PM

LEVEL (All): This session will serve as a reflective follow-up to Jon Vroman's opening keynote session.

Jon Vroman, Director and Founder, Front Row Foundation

CE Trends in Career Transformation

Thursday Location: Senate A 8:45 AM-9:45 AM

LEVEL (Officer's Training): Colleges and universities are under relentless pressure for more positive career outcomes. Everyone wants their students to find better jobs more quickly, and prove the economic value of a college education. But there exists a huge gap between what is expected of career services offices and what they are well-equipped, and well-resourced to do. This session will discuss the pre-requisites for change, and the quick wins and long-term actions that make a Career Center a strategic advantage for any institution. Using examples of career transformation around the country, we will discuss how to get the most bang for your career services buck, and how to get senior administration and the fundraisers on your side. NBCC Approved.

Sheila Curran, CEO & Chief Strategy Consultant, Curran Consulting Group

CE Creating Pathways for Corporate Engagement in Higher Education

Thursday Location: Senate B 8:45 AM-9:45 AM

LEVEL (Bootcamp): Creating a pathway for corporate engagement in higher education is easier than you think. Beyond internships and job postings, this workshop will explore opportunities for student/employer interaction that provide natural mentoring and networking environments. Participants will learn how to help students build strategic relationships that can be leveraged as they enter the workforce while facilitating their ability to connect curriculum to career through real-world projects that add value to their resumes. Learn how to introduce employers to your campus' resources and faculty and open the door for a third tier of engagement in faculty/community projects and development. This presentation will illustrate Penn State Lehigh Valley's corporate engagement model from the perspective of the university and the employer, and will provide participants with a replicable model that can be used as a conduit to assess university and industry needs, secure faculty involvement, collaborate across departmental lines, and choose the right community partners. HRCI Approved

*Susan Chappell, Alumni & Corporate Liaison, Penn State Lehigh Valley
Michael Polise, Senior Information Assurance Specialist and Internship/Co-Op Coordinator, PPL*

Concurrent Sessions

CE Panel: An Easy Guide to A Complex Topic: Advising International Students and Understanding U.S. Work Visas

Thursday Location: Annapolis Ballroom 8:45 AM-9:45 AM

LEVEL (All): As the number of international students on U.S. campuses increases, meeting their career needs is a growing challenge. To avoid the equivalent of just talking louder and slower, we can revise the delivery of some of our services if we understand the experiences and needs of these students. Through student feedback from workshops created for international students, focus groups of international students, and many experiences with international students, the presenters will share case studies and stories with participants. This panel will provide tools to identify and address the challenges faced by students, employers, and advisors, such as cultural differences, immigration policies, and English fluency. Instead of treating cultural differences as problems, we will identify creative ways to take advantage of such differences. We will also provide information that will provide some clarity as it relates to US work visas by clearly mapping out the most common visa options available for students. NBCC Approved.

*Panelists: Mark Rhoads, Immigration Attorney, McCandish Holton Law Firm
Beth Olson, Associate Director, University of Pennsylvania*

CE Panel: Just Say No: Exercising Your Best Option for Achieving Balance/Can We Really Have It All?

Thursday Location: Caucus 1 & 2 8:45 AM-9:45 AM

LEVEL (All): Balancing all of the facets of our lives is not just an exercise in efficiency. If it were, most of us would have solved the problem by now. In today's world there is no limit to the things we could do and also no limit to the advice we get on what we should do. This session would give participants an opportunity to explore and share their challenges with balancing their personal and professional roles. We will discuss the value and meanings of balance, self-care, and success from both individual perspectives, and societal definitions/standards. Various roles, in and out of our professional lives (families, relationships, communities, etc.) will also be examined. NBCC Approved.

*Panelists: Catherine Parker, Associate Director, Career Services, University at Albany
Val Matta, Vice President, CareerShift
Kate Axelsen Foster, Career Development Specialist, University of Maine*

CE Let's Talk about Unpaid Internships

Thursday Location: Caucus 1 & 2 10:00 AM-11:00 AM

LEVEL (All): Unpaid internships are a hot button topic in today's society. Legislation and recent nationwide media coverage have brought additional scrutiny to this important topic. As career services professionals, we are often at the center of this debate as we interact with stakeholders - students, employers, faculty, parents and internship coordinators. We'll break through the hype to dig deep into the student perspective on unpaid internships - the good, the bad and everything in between. A larger discussion around the topic will also include personal stories and information about policies and procedures at the University of Maryland.

*Erica Ely, Program Director, Internships, University of Maryland College Park
Erin Rooney-Eckel, Associate Director, University of Maryland College Park
Kate Juhl, Program Director, Academic Liaison, University of Maryland College Park*

E I Wanna Hold Your Hand-The Total Team Approach to College Recruitment for Employers

Thursday Location: Senate A 10:00 AM-11:00 AM

LEVEL (All): The relationship between employer and career center is historic and well documented. In this presentation we will discuss how to work with recruitment partner schools to leverage a variety of relationships throughout the school and open doors to new recruitment opportunities. HRCI Approved

Chris Fitzpatrick, Talent Acquisition Manager, Enterprise Rent-A-Car

C Managing Upper Management's Expectations *(Directors Only)*

Thursday Location: Senate B 10:00 AM-11:00 AM

LEVEL (Active Duty/Officer's Training): This open forum session will focus on some of the most pressing issues facing career center directors (meeting the expectations of upper management, gathering data that makes sense, doing more with less, and planning for the future).

Robbin Beauchamp, Director of Career Development, Roger Williams University

C Connecting the Dots: Cross-Campus Collaborations and Marketing Strategies to Increase Engagement of First Years and Sophomores with Career Centers

Thursday Location: Annapolis Ballroom 10:00 AM-11:00 AM

LEVEL (Officer's Training): Many, if not most, freshmen and sophomores in colleges and universities who are declared, as well as undeclared about their academic majors, express uncertainty about their careers and lack the level of involvement in the career development process (especially self-assessment, career exploration, and career decision making) necessary to make educated career decisions.* Current research shows that the primary reason why students attend college is to prepare for a career and that they need professional help early to do so. How do career centers attract first years and sophomores to begin assessment and development of a career strategy when graduation seems so far away? During this peer-to-peer session, a director of career development and a communications manager, will lead participants through an engaging exercise that will help them identify key barriers to attracting first years and sophomores to career centers; brainstorm strategies to overcome those barriers based on cross-campus collaboration and marketing strategies; and share best practices that have proven successful across various college campuses. This no-PowerPoint session will intertwine brainstorming and discussion segments with short "best practices" segments presented by the facilitators. *A Comparative Study of Declared and Undeclared College Students on Career Uncertainty and Involvement in Career Development Activities Robert M. Orndorff and Edwin L. Herr

*Leslie Stevenson, Director, Career Services, University of Richmond
Diana Burkett, Communications Manager, University of Richmond*

CE Leveraging Stakeholder Engagement through Employer Advisory Councils/Boards

Thursday Location: Senate B 11:15 AM-12:15 PM

LEVEL (Bootcamp/Active Duty): Employer advisory councils can enhance and deepen working relationships between employers and colleges. Because of the time investment of all stakeholders, careful planning is important. If you are contemplating serving on or creating an advisory board, this session is for you. This panel includes employers who serve on multiple advisory councils and career services/employer development professionals who have created advisory boards. The panelists will discuss the elements of developing and maintaining a strong, active and effective advisory council. This session will include an interactive discussion of the benefits and potential negative impacts of a council.

Megan Wallace, Director of Business Development, University of Richmond

CE Career Crossroad: Perspectives of Successful Career Changers

Thursday Location: Caucus 1 & 2 11:15 AM-12:15 PM

LEVEL (Active Duty): Have you ever wondered what it would be like to work on the other side? Have you seriously considered taking a risk and exploring another opportunity but you just didn't have enough information on what you could realistically expect? In this session you will learn from professionals who have made the transition successfully. Topics covered will include work life balance, compensation, required education, industry cultures, challenges in transition, and more. At the end of the session attendees will have enough information to make an educated choice about what direction to take when they reach that career crossroad.

Adrienne Alberts, Program Manager, College and Workforce Inclusion, American Red Cross



Concurrent Sessions

C Partnering for Success: A Collaborative Model for Connecting Underrepresented College Students to Career Services

Thursday Location: Annapolis Ballroom 11:15 AM-12:15 PM

LEVEL (Bootcamp): Interested in increasing the number of students from diverse backgrounds who access career services on your campus? This session will explore strategies for supporting the career development needs of underrepresented college students, students of color and first-generation college students. The presentation will examine the benefits and challenges of targeting underrepresented college student populations, share an overview of a model for collaborative programming and partnership, and end with a discussion of best practices for future programming. NBCC Approved.

Tiffany Waddell, Career Counselor, Wake Forest University

E Talent Acquisition Roundtable

Thursday Location: Senate A 11:15 AM-12:15 PM

LEVEL (All): We will gather to discuss best practices in the field of college recruiting. Bring your success stories in regards to internships, diversity recruiting, social media best practices, partnerships with your colleges/universities, etc. We want to share what has worked and proven successful for college recruiting. HRCI Approved

Stacy McClelland, Talent Acquisition Manager, Enterprise Holdings

CE Panel: The Integrated Career Center: Building Relationships with Faculty

Thursday Location: Annapolis Ballroom 1:45 PM-2:45 PM

LEVEL (All): Given the current economic realities for college graduates and the increasing pressure for institutions to demonstrate a clear return on students' educational investment, institutions across the country are beginning to grapple with the realization that the professional development of students cannot exist exclusively, or even primarily, with their College's Career Center and that other college divisions can and should play an important role in helping students to develop their career-readiness. This panel will focus on the importance of collaborating with the academic side of the house in providing career development services to students, with a special emphasis on connecting with liberal arts faculty. NBCC Approved.

*Panelists: Stanton Green, Dean, Humanities and Social Studies, Monmouth University
Julia Jasken, Director of the Center for Experience and Opportunity, McDaniel College
Connie Sgarlata, Senior Coordinator of Career Development, McDaniel College*

E Corporate College Recruitment: Strategic & Tactical Planning

Thursday Location: Senate B 1:45 PM-2:45 PM

LEVEL (All): This session uses a current, real-world model to present and encourage discussion of the essential elements and best practices involved in Corporate College Recruitment: Strategic & Tactical Planning & Process including following program plans & features: - Alignment of college recruitment program strategy, organization, processes, goals and budget in support of corporate direction. - Campus Recruitment - Diversity - Intern / Co-op - Employee Referrals - Internet / Social Media - Communication / Branding - Metrics & Evaluation. HRCI Approved

Gary Gerber, College Recruitment Consultant, Campus Strategic Partners

C Three C: Keys to YOUR Career Advancement

Thursday Location: Senate A 1:45 PM-2:45 PM

LEVEL (Active Duty/Officer's Training): Learn about the 3Cs to career advancement: Confidence, Connections, and Communication. This program will help point up your own preparation for seeking and securing a new leadership opportunity in career services. The bar is set high--you can't afford a misstep. Find out how to move confidently from first impression through successful offer negotiation, avoid common pitfalls, and join the leadership ranks of key professionals who are impact players, defining the meaning and value of higher education today.

Valerie Symkowitz, Senior Associate, SJG-The Spelman & Johnson Group

CE Panel: Making Recruitment Partnerships Work

Thursday Location: Caucus 1 & 2 1:45 PM-2:45 PM

LEVEL (Bootcamp/Active Duty): Learn from three recruitment pairs that will take 5-10 minutes to discuss the first date to building a productive relationship. Discussion will include, 2-3 areas of uniqueness, aspects assisted in building the partnership and challenges along the way.

*Panelists: Allison Davis, University Relations, Johnson & Johnson
Deb Kelly, Director, Career Center, The College of New Jersey
Christie Smith, Talent Acquisition Specialist, Enterprise Holdings
Walter Tarver, Director, Career Center, The Richard Stockton College of New Jersey*

CE It Takes a University to Raise an Employer Partnership

Thursday Location: Caucus 1 & 2 3:15 PM-4:15 PM

LEVEL (Active Duty): An effective recruiting plan requires building relationships and establishing a presence on campus. The UMBC Career Services Center has developed a robust and multi-level employer partnership program by working with campus partners as one unit to connect employers to talented students, faculty, scholar programs, and student organizations. This approach has increased our recruiting outcomes with select companies while also raising substantial funds for university and Career Services programs. While standard recruitment practices remain in place, our new initiatives are evolving and affording employers the opportunity to connect face-to-face with students in situations in and out of the classroom including mentoring, sponsoring student organizations and holding Corporate Visibility Days. Learn how UMBC has worked to bring campus partners together to create strategic plans offering employers the opportunity to connect with potential candidates on a new level. By bringing together the strengths and knowledge of staff members in various scholarship programs, the Office of Institutional Advancement, academics, and student organizations, the Career Services Center has worked with campus stakeholders to understand what they individually and the university as a whole can offer to an organization to raise brand awareness on campus and connect with the ideal candidates. HRCI Approved

*Susan Plitt, Associate Director, University of Maryland Baltimore County
Allison Jones, Associate Director, Institutional Advancement, University of Maryland Baltimore County*

C Senior Preparation: the Evolution of Professional Development for Graduating Students

Thursday Location: Senate A 3:15PM-4:15PM

LEVEL (All): Learn about our transition from a traditional workshop model to an integrated, collaborative approach for preparing students for their professional lives. I will discuss the evolution of our approach of providing professional development to seniors, including how we worked with deans and faculty to develop a credit-bearing course and then a required series of seminars, which also resulted in increased opportunities for us to do classroom presentations. Additionally, I will explain how this approach is integrated with our internship program as well as how we are developing this approach further for underclass students. NBCC Approved.

Jaime Freedman, Associate Director, Career Center, Endicott College

CE Don't Forget the "T" in LGBT

Thursday Location: Senate B 3:15 PM-4:15 PM

LEVEL (Bootcamp/Active Duty): Serving the "T" in "LGBT" can be difficult when information and resources regarding the career development challenges of transgender (T) clients is not available. It is important for career center professionals to include research and a level of competency of serving transgender students in order to be successful in our roles. This presentation will prepare attendees to serve this demographic confidently. NBCC Approved.

Alex Gant, Conference and Operations Manager, OUT for Work

Concurrent Sessions

C Getting Interactive: Utilizing Technology to Enhance Your Career Development Course and Workshops

Thursday Location: Annapolis Ballroom 3:15 PM-4:15 PM

LEVEL (All): This discussion is focused on ways to incorporate technology into career courses and workshops. At the University of Massachusetts Boston, technology has been integrated into presentations to engage students inside and outside of the classroom and to reinforce important concepts. The technology utilized to create an interactive experience consists of Camtasia, VoiceThread, and iClickers. Camtasia has been an invaluable resource, allowing students of all learning types to review the topics that have been covered at their own pace after the workshop. Camtasia is also a great resource to direct students back to when they need to review the material they are having trouble grasping. VoiceThread has been used to help students perfect their 30 second introductions and iClickers are utilized to help students stay engaged by asking questions students can vote on during the presentation for an interactive experience. The use of technology has greatly enhanced our classroom workshops and we have expanded the use of this technology into workshops outside the classroom. Our goal is to share these three valuable resources with other career professionals to help them engage their students through the use of technology.

Jennifer Barone, Career Services and Employment Specialist, University of Massachusetts Boston
Shannon Seaver, Career Services and Employment Specialist, University of Massachusetts Boston

CE Inside University Relations from the Employer Aspect

Thursday Location: Senate A 4:30 PM-5:30 PM

LEVEL (All): This session will discuss how school/college selections are made (the Who, What, and Why we come and recruit at your school). There will also be a discussion of the needs of a company like J&J and how those needs are assessed when recruiting at schools, especially when we are hiring approximately 100 students annually for co-op, internships, and full-time opportunities. HRCI Approved

Dia Harris, University Relations, Johnson & Johnson
Allison Davis, University Relations, Johnson & Johnson

C The Next Set of Leadership Problems: Hindsight, Trend-Sight and Foresight (Directors Only)

Thursday Location: Senate B 4:30 PM-5:30 PM

LEVEL (Active Duty/Officer's Training): This presentation will describe and explain the leadership responsibilities that must come to bear on the transformative external changes that are massing to disrupt the internal structures of higher education (including Career Centers). Special attention will be focused on the need to develop skills in strategic foresight to envision new futures for student services such as the next level of services that Career Centers will provide. Key concepts include scenario planning, product/service strategy analysis, vision flipping, the ten, one-tenth, 100 rule of digital innovation, understanding the power and principles of consumerism in delivering services to students, planned experiments to conceive the future, how to harness and contain chaos for the sake of implementing innovation, how to disrupt your internal processes to bring next generation concepts to life, and the five key skills to lead and implement transformative change (association, questioning, observation, networking, and experimenting). A brief inventory will be completed that measures vulnerability to disruptive innovation.

Lewis Leitner, Dean, School of Graduate and Continuing Studies, The Richard Stockton College of New Jersey

CE Sales Skills 101: Building Value for Your Department

Thursday Location: Caucus 1 & 2 4:30 PM-5:30 PM

LEVEL (Active Duty/Officer's Training): We are all in sales. We promote projects and ideas, ask for funding for our departments, and promote the benefits of an intern experience or career advancement opportunity to a student or recent hire. These are all forms of selling. These are all our "products" to sell. And the key to having a high sales ratio? Building value in the product. Join us as we explore the 7 Steps to a Sale and put together a strategy to build value in your next big venture.

Dana Case, Campus Recruiting Manager, Vector Marketing Corporation

C The Partnership Challenge: Forging Alliances Around Campus

Thursday Location: Annapolis Ballroom 4:30 PM-5:30 PM

LEVEL (Bootcamp/Active Duty): The presentation will combine a description of SHU's existing program, a discussion of successes and challenges, and will lead to a "best practices" discussion among the participants.

Reesa Greenwald, Director, The Career Center, Seton Hall University
Donna Jackson-Robertson, Associate Director, The Career Center at Seton Hall University

E On-Campus Events that Strengthen Your Brand

Friday Location: Senate A 10:00 AM-11:00 AM

LEVEL (Bootcamp): Learn all you need to know about going beyond the career fair and creating a comprehensive on-campus event strategy that will strengthen your brand, incorporate your diversity goals, and focus on reaching highly sought-after students, particularly STEM majors. This session will review all types of events: interviewing on campus, department affiliate programs, hackathons, information sessions, classroom presentations, and even more unique and creative event ideas. Intensive interviews with those considered experts in the field are the basis for the data presented. This session will also cover how to develop a tiered target school approach and how to measure the return on investment (ROI) from specific on-campus events. Attendees will be expected to share their ideas and experiences to allow for participants to learn from the presenter as well as each other. HRCI Approved

Jennifer Rutt, Senior Director of Engagement, AfterCollege

C Turning Followers and Likes into Contagious Content

Friday Location: Caucus 1 & 2 10:00 AM-11:00 AM

LEVEL (All): By this point, many career centers have an online presence. However, it is important to move past vanity numbers such as follower counts and post quantity and instead ask the question, "What makes following us uniquely valuable to our students?" In our session, attendees will learn how the University of Maryland is creating engaging, contagious content for Terps specifically, the vital marketing and branding questions they should be asking, and most importantly, how to create original, contagious content on their own campus.

Michelle Lopez-Mullins, Coordinator of Public Relations & Marketing, University of Maryland
Rachel Wobrak, Program Director, University of Maryland

C Federal Job Search: Putting Your Best Foot Forward

Friday Location: Senate B 10:00 AM-11:00 AM

LEVEL (All): The federal government has it's own way of doing business, and there is minimum wiggle room for a misstep. An application package without the required information for federal HR workers to complete their paperwork ends up in file 13, and that applicant will not be considered for the job. NBCC Approved.

Karol Taylor, Federal Career Counselor, Taylor Your Career

C SOS: Is Your Career Center a Sinking Ship?

Friday Location: Annapolis Ballroom 10:00 AM-11:00 AM

LEVEL (All): Many career centers are closing or being downsized and articles such as "Career Services Must Die" have us wondering what is happening in the field and what can we do to survive. Other career centers are increasing staff and being held more accountable for career planning, retention and "placement" after graduation which shows some college administrators see the value of a career center. Join us as we share information about the future of career centers.

Claire Childress, Senior Assistant Director, Virginia Tech Career Services
Ryan Long, Campus Recruiting Manager, Vector Marketing
Mary Mahoney, Assistant Director of Career Services, University of Tennessee



Exhibitors

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Many career centers struggle getting students to network more. Many students wait until the last minute to find work and aren't proactive. But CareerShift compliments any career management system currently in place, making it easy for students to find hidden connections and opportunities. Our platform is designed to keep students actively engaged in their job search, improving their odds of getting hired fast. Hundreds of schools rely on CareerShift to provide their students with robust search engines for informational interviews, internships, jobs, networking contacts, alumni, and employers -- all on a platform that keeps everyone organized and is easy to use. If you are looking to boost students' engagement with your career center, give CareerShift a try.

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Kara Flynn, Marketing & Event Coordinator • bwalsh@connectedu.com

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Handshake

Handshake is a business started by a group of 3 students who were upset with the solutions available for schools to connect us with employers. We started with a mission to redefine the way that universities empower students to launch their dream career. We've spent the last two years visiting different universities and gathering their advice and feedback, and have built a feature-complete ready to deploy career service management application that is redefining the career service management landscape. We would love 10 minutes of your time to introduce you to Handshake, and gather your feedback about what you would like to see in a modern career development application.

**Garrett Lord • garrett@stryder.io
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**Jeff Beavers • jtb@recsolu.com
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Symplicity Corporation

NACElink Career Services Manager (CSM) by Symplicity gives job seekers advanced career preparation tools to assist them throughout the entire job search process. Through its partnership with the National Association of Colleges and Employers (NACE) and DirectEmployers Association, Symplicity connects millions of active job seekers to the nation's largest employers through NACElink CSM. With more than 1,000 career center deployments worldwide, Symplicity is the leading provider of career services management solutions.

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Vault

Vault is the indispensable career resource for students and an essential recruitment platform for employers. Our rankings, company profiles, blogs and videos offer candidates the insight and information needed to connect with employers and secure jobs. Through Vault's campus platform, Career Insider, thousands of undergraduates have unlimited access to this critical research.

**Frank Siano • mkasparian@vault.com
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The WORK Book: How to Build Your Personal Brand and Get Hired!

Written by a former Fortune 500 sales manager and entrepreneur with extensive field experience, The WORK Book: How to Build Your Personal Brand and Get Hired! is a book for career changers and first time job hunters that covers effective Personal Branding through each phase of the hiring process. In the first half of the book, tips on making the right career choice, identifying opportunities, interviewing, and negotiating are covered. The second half of the book covers planning for continued success in the new job. Some key elements: - Shows readers how to plan for and choose the right career. - Teaches readers how to create a strong personal brand. - Offers keen insights on creating an effective résumé, preparing for interviews, and negotiating with companies, including dealing with multiple job offers. - Illustrates concepts through dialogue scenarios that provide specific context. - Facilitates immediate process application through worksheets that are in the book. - Offers advice on advancing an existing career and selling ideas to other employees and managers. - Can be read in less than two hours and applied immediately.

**Bill Hobbs, Author • bill@bill-hobbs.com
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Professional Exchange Events

The EACE Professional Exchange Committee sponsors opportunities for groups of EACE college members to visit companies, nonprofit organizations and government agencies. This is a great way for you to strengthen or build relationships with various employers. During a visit you'll receive information on the employer and its recruiting process through presentations, panels, tours and receptions.

Please remember that this program is only open to college professional members. Any of your colleagues who would like to attend will need to become an EACE member (group or individual).

Registration fees: EACE Members: \$0.00 *Register Online at www.eace.org.*

2014 Professional Exchange Site Visits	Date for 2014	Time	Location
Arbella Insurance Group	7/16	9:00 AM – 12:00PM	Quincy, MA
CLOSED: Bloomingdale's (WAIT LIST ONLY)	7/8	1:00 PM – 3:00 PM	New York, NY
Bookjobs	7/9	9:30 AM – 12:00PM	New York, NY
Booz Allen Hamilton	7/22	9:30 AM – 11:30 AM	McLean, VA
Boston Ballet	6/19	9:30 AM – 12:00PM	Boston, MA
Brooklyn Museum	6/18	2:00 PM – 4:00 PM	Brooklyn, NY
C&S Wholesale Grocers	7/9	2:00 PM – 4:00 PM	Hatfield, MA
CVS Caremark	6/18	10:00 AM – 11:30 PM	Woonsocket, RI
Guardian Insurance	7/30	9:00 AM – 11:00 PM	Pittsfield, MA
CLOSED: H&M (Hennes & Mauritz) (WAIT LIST ONLY)	7/8	10:00 AM – 12:00 AM	New York, NY
CLOSED: ID Media (WAIT LIST ONLY)	8/5	10:00 AM – 11:30 AM	New York, NY
CLOSED: IKEA Conshohocken (WAIT LIST ONLY)	7/14	9:30 AM – 11:30 AM	Conshohocken, PA
Independence Blue Cross	7/10	9:00AM – 11:00AM	Philadelphia, PA
ISO New England	7/9	9:00 AM – 11:30PM	Holyoke, MA
Jack Morton Worldwide	6/19	12:30 PM – 3:00 PM	Boston, MA
Maxim Healthcare Services	7/23	1:30 PM – 3:30 PM	Columbia, MD
CLOSED: McCann NY (WAIT LIST ONLY)	6/27	2:00 PM – 3:30 PM	New York, NY
CLOSED: NetSuite (WAIT LIST ONLY)	6/18	1:30 PM – 4:30 PM	Boston, MA
Northwest Mutual Pittsburgh	8/8	9:00 AM – 11:30 AM	Pittsburgh, PA
CLOSED: Ruder Finn, Inc. (WAIT LIST ONLY)	7/14	2:00 PM – 3:30 PM	New York, NY
Smithsonian's National Museum of American History	7/24	10:00 AM – 12:00 PM	Washington, DC
CLOSED: STANLEY Healthcare (WAIT LIST ONLY)	7/29	2:00 PM – 3:30 PM	Waltham, MA
CLOSED: The Madison Square Garden Company (WAIT LIST ONLY)	7/14	9:00 AM – 1:00 PM	New York, NY
Travelers Insurance	7/30	9:30 AM – 12:00 PM	Morristown, NJ
Vocus	7/23	9:00 AM – 12:00 PM	Beltsville, MD

If you have any questions, please contact Professional Exchange Committee Co-Chairs,
Erica Ely at eely@umd.edu or Carol Ruiz at carol_ruiz@bloomfield.edu.



MIT LINCOLN LABORATORY

Offering exceptional new graduates the satisfaction of innovation and service to the nation

Since 1951, when MIT Lincoln Laboratory was established to build the nation's first air defense system, the Laboratory has been applying advanced technology to solve problems critical to national security. Decade after decade, our people have envisioned incredible technology – and projects that start out as vital to national security often become just as vital to the everyday technology of the future. More than 700 patents have been granted for technologies developed by the Laboratory's staff. And in the past two years, Lincoln Laboratory has been awarded six R&D 100 Awards that recognize the year's 100 most technologically significant innovations.

We believe there is no better place for new BS, MS and PhD graduates with technical majors and records of scholastic achievement and campus involvement to build upon their academic success. In addition to rich technical challenges, we offer:

Support to excel professionally and personally, from generous tuition assistance and in-house courses on technical subjects and business management, to an on-site fitness facility, and many sports leagues and clubs.

An inclusive and welcoming work environment, with numerous employee resource groups and a New Employee Network which assists new employees in transitioning into the Laboratory and local area.

Ongoing opportunities for community outreach, such as the Lab's "Science on Saturday" program for kids and our "Support our Troops" initiatives.

For more information about MIT Lincoln Laboratory and its recruiting program, please visit www.ll.mit.edu, or contact David Gentes (gentes@ll.mit.edu) or Gary Hackett (hackett@ll.mit.edu).

All positions are located in Lexington, MA.

As an Equal Opportunity Employer, we are committed to realizing our vision of diversity and inclusion in every aspect of our enterprise. Due to the unique nature of our work, we require U.S. citizenship.

Aerospace or Mechanical Engineering

Algorithm Development

Applied Math

Circuit Design and Laser Development

Computer Engineering

Computer Science and SW Engineering

Cyber Security

Digital Signal Processing

Electrical Engineering

Machine Learning and Computer Vision

Modeling and Systems Architecture

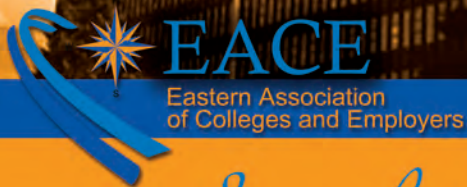
Physics

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June 17-19, 2015
2015 Annual Conference
Marriott in Pittsburgh, PA

