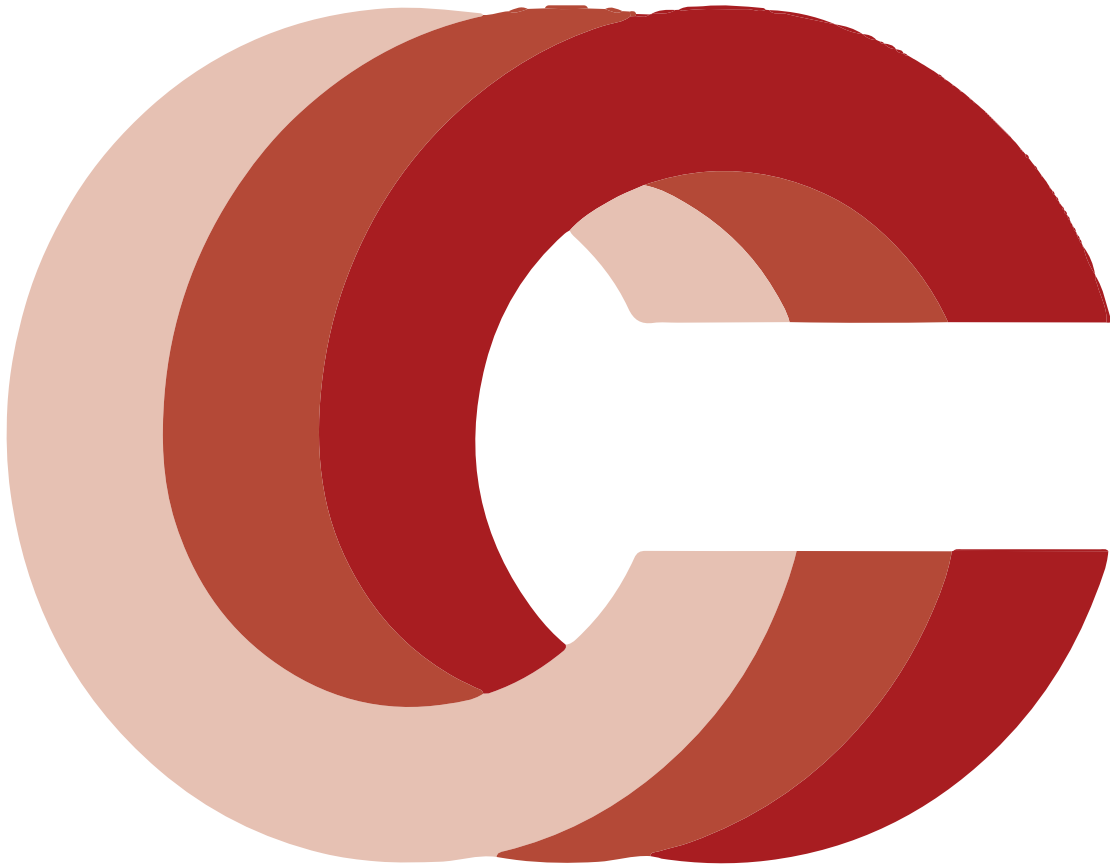


# SPRING 2019 CONFERENCE

April 11, 2019 | Brookdale Community College



## the three Cs

**Competency, Creativity, Connectivity**



Keynote Speaker:

**Lisa Panarello**

Founder and President





Welcome to the Spring 2019 Conference, The Three Cs: Competency, Creativity, Connectivity.

We look forward to learning about the many techniques that surround us and impact our work. To accomplish this, we encourage thoughtful conversations, lively workshops, and mingling with colleagues new and old.

Special appreciation and thanks go out to:

Our Executive Board & Programming Committee members who designed and organized this conference.

Our outstanding presenters whose biographies and presentation descriptions can be reviewed in the following pages.

### **NJC3 2018-2019 Executive Board**

**Amanda Choo**  
President

**Rosa Santana**  
Vice President of Programming

**Gwen Morris**  
Vice President of Finance and Membership

**Ashley Alba**  
Vice President of Awards

**Catarina Caulfield**  
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Social Events

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Vice President of Employer Services

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**Christine Cervelli**

**Gina Hernandez**

**Linda Flynn**

**Monica Bryant**

**Patrick Young**

**Periana Staggers**

**Rosalind Ferstenberg**

**Sarah McElroy**



## Spring 2019 Conference Agenda

**9:00AM – 9:30AM:** Registration & Breakfast, Student Life Center (SLC), Navesink Rooms 1 & 2

**9:30AM – 9:45AM:** Opening Remarks, Dr. Yesenia Madas, Associate Vice President of Student Affairs

**9:45AM – 11:00AM:** Keynote: 360 Branding, Lisa Panarello, CEO of Careers Advance

**11:10AM – 12:10PM:** 1-Hour Workshops

**Leveraging External Resources: Creative Solutions For Experiential Learning Opportunities.**

Jaime Grillo, Elisa Zervos, and Donna Haynes | Room: Fort Hancock Room SLC208

**How Organizational Culture Impacts Success.**

Latisha Gray and Akida Gray | Room: Navesink Room

**7 Habits Of Highly Effective Online Career Services.**

Flore Dorcely-Mohr and Ashley Alba | Room: Trustees Conference Room SLC209

**Creating Targeted Outcome-Based Mentoring Programs.**

Stacey Kohler and Scott Borden | Room: Monmouth Battleground Room SLC103

**12:10PM – 12:50PM:** Lunch/ Announcements, Navesink Rooms 1 & 2

**1:00PM – 2:00PM:** 1-Hour Workshops

**The Three C's Of The Z's.**

Kevin Fallon | Room: Navesink Room

**Enhancing Our Multicultural & Social Justice Competence In Supporting College Student Career Development.**

Carlos Flores and Gennae Hinson | Room: Monmouth Battleground Room SLC103

**Recognizing And Empowering The Highly Sensitive Person (HSP)/Student For The World Of Work.**

Christine Vitale | Room: Fort Hancock Room SLC208

**Put On Your Thinking CAPS: Career Action Planning For Your Students, From Your Students.**

Sarah McElroy, Jill Donovan, Anne La Porta, Bill Kelly, and Jennifer Winn | Room: Trustees Conference Room SLC209

**2:10PM – 2:50PM:** 20-Minute Speed Sessions (2:10-2:30PM: Round 1, 2:30-2:50PM: Round 2)

- Leadership Development And Career Services
- When Passion Meets Purpose
- Giving Students A Voice At The Table: An Entertaining Lesson On The Art Of Conversation
- Tech Tools And Non-Tech Techniques To Use Today!
- Support Systems And Job Searching: The Benefits Of Joining A Job Search Support Group
- Targeting First Year Students: Developing Professionalism
- From Sweats to Suits: Coaching Student-Athletes from the Weight Room to the Workplace

**2:50PM – 3:00PM:** Closing Remarks



**Lisa Panarello**  
**Founder/President**



## Keynote Speaker

Lisa Panarello is the founder and president of Careers Advance, a professional development firm with a broad array of training specialties, including career planning, personal branding, emotional intelligence, entrepreneurial transitioning, and public speaking.

She has been featured on the CBS Early Show and ranked among the Top 9 Finalists in Toastmaster's World Champion of Public Speaking Contest.

Sought after by major institutions, such as JPMorgan Chase, Mars, Inc., Novartis, and the NYPD, her programs have reached more than half a million professionals, executives and business owners nationwide.

Since 2001, Lisa has coached hundreds of individuals in turning frustrating career situations into exciting, lucrative journeys while providing companies with strategies for improving talent recruitment/retention and driving bottom-line results.

She holds a Bachelor's Degree in Marketing, Certificate in Career Planning, practice in TTI Insights™ Behavior Assessments, and over 15 years of multi-industry experience. Lisa kicks every engagement into high gear with a unique blend of humor and practical acumen that ignites positive change.



## 360° BRANDING: BUILDING MARKETABLE VALUE FROM EVERY ANGLE

Employees are not commodities to be bought and sold. Yet, they are assets; those which are routinely judged for immediate and long-term value. From interviews to performance reviews and every event in between, we are judged from all angles: by how we speak, dress, write, think, act, perform and project. We are judged close up in the workplace and from a distance online. These judgments determine whether we're hired, retained, and promoted—or not. Don't get nervous; get busy building your 360° brand.

Corporations create and manage their brand around the 4 basic principles of marketing: Product, Price, Place, and Promotion. They do this for a reason. Companies that have vision, constantly evolve, and stay in touch with consumers drive past the competition. They grow and profit. Professionals, both aspiring and seasoned, can leverage these principles to reap the benefits!

**This presentation will reveal traditional and progressive strategies to help students/alumnae:**

- 1) Clearly define and enhance their product
- 2) Determine where to place their talents
- 3) Price and present their worth
- 4) Craft consistent messaging across all mediums
- 5) Perpetuate their self-marketing tool kit. Professionals who treat themselves like a business will remain relevant and employable!

Join us and learn how to build a 360° brand that makes a great impression from every angle, sets one apart from the pack, and helps nurture a fulfilling, lucrative career.

## SESSION ABSTRACTS

### Session 1: 1-hour Presentation | 11:10 am - 12:10 pm

#### **Session: 7 Habits of Highly Effective Online Career Services**

- Habit 1. Stay social media woke
- Habit 2. Make it mobile friendly
- Habit 3. Where I learn is where I live
- Habit 4. Practice what you preach
- Habit 5. Say my name, say my name
- Habit 6. Post to feed employer's needs
- Habit 7. A picture is worth a thousand words  
and video is a million

Berkeley College Online is celebrating its 20th Year Anniversary and the Career Services Team has distilled the best practices that made us so successful. In a 100% virtual environment, we do everything a traditional career center does but rarely meet in person the students and graduates we serve. Learn why it's important to text and call, use images instead of words, personalize communications and much more. Flore Dorcely-Mohr and Ashley Alba will send you away with hi-tech and hi-touch techniques you can use today.

#### **Session: Creating Targeted Outcome-Based Mentoring Programs**

Program development, management and expansion can seem like a daunting task. With budgetary demands and limited staffing as potential obstacles, it is possible to expand your outreach and provide exceptional mentoring programs to students that provide opportunities for career exploration, and both personal and professional growth. Two years ago, Rutgers University Career Services New Brunswick began the expansion of Road to Industry alumni-student mentoring programs, and to date, boasts three programs. In this workshop, the presenters will discuss what we have learned in those two years for what it takes to build targeted, outcome-based programming from the bottom up. Participants will be able to create learning goals, understand the importance of keeping mentees and mentors engaged without micromanaging relationships, and integrate evaluation into their programming.

#### **Session: How Organizational Culture Impacts Success**

**Target Audience-** Management, Leaders & Supervisors  
An organization is a structure made up of people. People play the most important role within any organization. Understanding how to cultivate an environment that encourages a healthy culture for people to thrive in is essential to the success of any organization.

**Discussion Topics:** What Organizational Culture is? How it impacts the success of the organization? How leaders can cultivate healthy organizational cultures?

**Takeaways:** Understanding your influence as a leader, Understanding the importance of a healthy culture, Tips for establishing a healthy culture, Tips for organizational change.

#### **Session: Leveraging External Resources: Creative Solution for Experiential Learning Opportunities**

We will be presenting best practices for Career Advisors, Faculty, Employer Relations and Alumni on how to identify and promote external resources. The session will show how we take students from campus to career by identifying where they are and how it aids in their professional growth by meeting "in person" and building a "dream team" or network of their own. We will highlight how meeting employers at their offices, observing setting, attire, culture and listening to evolving career paths help students "test their perception" and walk away with a more realistic view. The presentation will educate and create awareness around making sound decisions on which companies to target for full-time employment. It will teach attendees the importance of educating their students on lifelong learning and how to identify networking venues upon graduation that includes both affinity groups and those that compliment them. The audience will gain insight on the importance of exposing students to these external venues so that they may learn more about the breadth of their industry, the impact of world events and the effects of government policy. They will appreciate the benefit of how Career services and colleges can contribute to the cost. The presentation will also include the advantage of repeat attendance to these external resources.

## SESSION ABSTRACTS

### Session 2: 1-hour Presentation | 1:00 pm – 2:00 pm

#### **Session: Put on Your Thinking CAPS: Career Action Planning for Your Students, From Your Students**

This workshop will provide attendees with a comprehensive plan for creating and managing career action plans with your students. We will provide data regarding our newly implemented Career Peer Program and our Career Studio and how it has assisted us in reaching more students across the college and encouraging them to develop a career action plan. This interactive workshop will provide a variety of activities related to career exploration, career engagement, and career readiness. We will also discuss our process in creating and implementing a brand new Career Peer program as well as the development and operations of our Career Studio. The target audience for this presentation are individuals working within Career Services departments who are seeking information on career peer mentoring programs. The key takeaway from this presentation is a concrete plan to implement and sustain a career peer mentoring program on your campus!

#### **Session: Recognizing and Empowering the Highly Sensitive Person (HSP)/Student for the World of Work**

The “highly sensitive person” (HSP), or those with “sensory processing sensitivity” (SPS) are often misunderstood. They can be seen as being at odds with the nature of a given workplace, and viewed weak, over-thinking, limited in abilities, and seen as having psychological difficulties. In actuality, studies have shown that HSPs can offer many strengths and sought-after qualities in workplace settings. Students with SPS may need encouragement to realize and understand their sensitive nature in their pursuit of exploring viable career directions. They can be taught coping strategies for their own functional comfort and confidence, focusing on embracing the strengths, skills and advantages their SPS can offer to employers. Career development professionals and employers in attendance can hope to increase their recognition and understanding of HSP and SPS and provide focused and positive reinforcement and guidance to students in traversing their career paths.

#### **Session: Enhancing our Multicultural and Social Justice Competence in Supporting College Student Career Development**

Career development professionals have an ethical responsibility to adhere to multicultural and social justice standards (ACA, 2014; NCDA, 2009, 2015). The National Association of Colleges and Employers (NACE) emphasizes the importance of fostering diversity and inclusion in the provision of career services (NACE, 2018). Implementing these principles into our daily work requires three main areas of multicultural competency: Awareness, Knowledge, and Skills.

This presentation will focus on three main areas of multicultural competence as applied to the work of career services professionals. The presenters will discuss the ADDRESSING model as a foundational tool towards multicultural competence and will utilize a case study to explore how to apply these skills to career development work.

Participants will learn about best practices in delivering multicultural and social justice-centric career services to support students from diverse socio-cultural backgrounds. Participants will explore ways they can incorporate a multicultural and social justice lens into their work.

#### **Session: The Three C's of the Z's**

The students on our campuses (and the students that employers are now recruiting) are no longer “Millennials” - welcome to “Gen Z.” How well do you understand them and how they are different from prior generations? Whether you are a campus career services professional making sure you are connecting with them effectively or you are an employer that “needs to know what’s coming next,” this session is for you. We will first set the stage by providing key insights into “Gen Z” and then discuss the challenges they present and brainstorm ideas on how to solve them. Employers will hear how the campuses are racing to adapt and campus career coaches will have the opportunity to share challenges and discuss ideas for solving them. Participants should be prepared for a lot of dialogue!

## SESSION ABSTRACTS

### 20-Minute Speed Session

#### **Session: Tech Tools and Non-Tech Techniques To Use Today!**

Hiring freezes, shortened deadlines and tight budgets making it impossible to meet department goals? Berkeley College's Online Campus Career Services just celebrated their 20 year anniversary. Come to a session where we will share our most creative, low cost/high impact ideas that made a difference in how we engage our student and grad populations, streamline office operations and even meet leadership reporting obligations. Sure, some of it is based upon using awesome platforms like Salesforce, YouTube and Canvas. But examples like the "Game of Phones" virtual phone interview contest show we don't always need digital software to cleverly address problems and achieve our objectives.

#### **Session: When Passion Meets Purpose**

Everyone was created with a purpose, and our unique gifts and talents were meant to align with it. That purpose can then become our gift to the world and each other. There is something special about each one of us that is just waiting for our permission to do what it was gifted to us for. Are you ready to give yourself permission to be who you were created to be?

Discussion Topics: What is passion & purpose? How can your passion align with what you do? How can you live a more fulfilling life? Takeaways: Understanding that everyone has unique gifts, Rediscovery of passions, Understanding your greater impact within your sphere of influence.

#### **Session: Targeting First Year Students: Developing Professionalism**

Students are encouraged to become proactively engaged with employers early on in college. For many students, especially first year students, attending career events and developing connections with employers is an overwhelming and intimidating process. Most possess limited knowledge of and comfort with the concept of "professionalism."

Join us for a brief session to learn more about our Networking for First Year-First Students: First Impressions Count program. We will discuss an overview of the program, the target groups in the first-year cohort that we reach, and how we encourage students to gain the confidence to network with employers.

#### **Session: Leadership Development and Career Services**

Career Services at St. John's University has effectively created a variety of leadership programming that has integrated career readiness into leadership development programs and events. These different programs have not only produced favorable results for student leaders, campus partners, and corporate

friends, but they have been grounded in leadership theory, career competencies created by NACE (National Association of College and Employers), and an effective assessment action plan to measure the impact and growth of the students within each of these programs. With this leadership program, educators will not only learn how to effectively integrate career readiness into their leadership development programs using the eight competencies created by NACE, but they will walk away with practical tips and ideas for incorporating or implementing student leadership programming at their institutions.

#### **Session: Support Systems and Job Searching: The Benefits of Joining a Job Search Support Group**

Job searching can be an overwhelming and frustrating experience. In the current employment context, job searching can seem impersonal. For anyone who is conducting a job search, maintaining a human connection important. Support groups can help job seekers stay motivated, set actionable goals, and provide a place to vent. They offer a form of networking where participants share their knowledge and provide leads for informational interviews, job opportunities, and job searching resources. The target audience is current job seekers and career advising professionals who want to learn about this type of career resource. A takeaway will be an understanding of the importance of maintaining a support system while job searching and information about a local support group for job seekers.

#### **Session: From Sweats to Suits: Coaching Student-Athletes from the Weight Room to the Workplace**

This session will discuss how St. John's University Career Services partners with our Division I, Big East Conference Athletics Department to run effective programming throughout the academic year for student-athletes. We will touch on the importance of the strategic partners across and some of the key relationships that we've established and a tailored approach to working with student-athletes as a designated special population. We will discuss our 4-year-plan that is specific to student-athletes and their various needs as well as how to create more awareness of the resources that Career Services provides. This session will address the pitfalls and challenges that we've faced, and will continue to face as our programs grow and the needs of the student-athletes change. Student-athletes have unique demands on their schedules that traditional students may not experience and through this session we will discuss how we accommodate specific needs, and create programming that will be done in an effective and efficient manner.

## SPEAKER BIOGRAPHY



**Flore Dorcely-Mohr, Berkeley College**

I LOVE connecting people with opportunity!

I empower individuals and organizations to creatively solve recruitment challenges and source diversely qualified students and graduates. Taking

care to listen and understand what each candidate or company needs, I work tirelessly to make a “love match”...BUT for jobs and internships.

- Over 15 years career and personal counseling/coaching for diverse populations
- Award-winning developmental program creation and training workshop presentation
- Expertise in student, staff and executive orientation, management and leadership



**Ashley Alba, Berkeley College**

Ashley Alba is passionate about the power of education to change lives. She has been a Career Counselor with Berkeley College for over 2 years, but worked there for over 5 years. She previously

worked as a student employee in Student Development Campus Life and Career Services. She serves students/grads at both the Online Campus and Paramus, NJ Campus. She is a Berkeley College Alumna, earning a Bachelor’s Degree in Business Administration and was recently appointed Vice President of Awards with New Jersey Career Center Consortium. Ashley was also recently elected to public office as a member of her hometown’s Board of Education.



**Scott Borden: Rutgers University Career Service- New Brunswick**

Scott Borden is a NJ Licensed Professional Counselor, National Certified Counselor and Career Counselor, and a Distance Credentialed Counselor,

on staff at Rutgers University Office of Career Services, as a Program Director, Instructor, and Clinical Counseling Supervisor, and in private practice as a Career Counselor, in Princeton NJ, for the past 26 years. Scott is currently working with Stacey Kohler, as Program Directors of Road to Industry Program initiatives, in the Office of Career Services. Scott has a Master’s degree in Counseling Psychology, and an Bachelor’s degree in Finance and Business Administration.



**Stacey Kohler: Rutgers University Career Services- New Brunswick**

Stacey Kohler is the Road to Industry Program Director at Rutgers University Career Services. She is a Nationally Certified Counselor (NCC) with

degrees in psychology (B.A.), and counseling (M.A.). Stacey has 10+ years of experience in counseling, and programming planning, management and evaluation in both higher education and K-12 settings.



**Latisha Gray: Tisha Talks**

Latisha Gray also known as “Tisha Talks” is a media personality, whose mission is to empower and influence women in the area of business, personal development, and leadership. She holds a B.A. in

Business Administration and Management and a M. A. in Organizational Leadership. She is the Co-Founder of Elite Vision Builders a consulting and coaching group that empowers organizations, businesses and individuals to maximize their effectiveness through coaching and strategic planning methods.



**Akida Gray: CEO of Elite Vision Builders and Co-founder of Learn Together Grow Together**

Akida Gray holds a B.A. in Communications and Public Relations from Kean University. He is the Co-Founder of Elite Vision Builders a consulting and coaching group that empowers organiza-

tions, businesses and individuals to maximize their effectiveness through coaching and strategic planning methods. He is also the founder of “Learn Together Grow Together” a Podcast platform that him and his wife have where they discuss business, marriage, bended families, and everything in between.

Akida has over 20 years of experience in interpersonal communication, public speaking, training and facilitating. He has worked with all age groups in the area of leadership from young adults to corporate environments. In his 12 plus years of customer service He has developed standard operating procedures, workflows, and assisted in building out entire call centers. Akida’s belief is that communication is one of the driving forces of a successful culture. And successful cultures create successful businesses.

Communication is everything. Communicate, communicate, communicate. And after that... Communicate!



## SPEAKER BIOGRAPHY

### **Jaime Grillo: St. John's University**

Jaime Grillo is the Director of Advising in Career Services at St. John's University. Jaime oversees the Advising Team and works with Sport Management majors. Prior to St. John's, Jaime worked at Syracuse University in a variety of roles, most recently, as Internship Coordinator in the Department of Sport Management where she managed the Internship and Capstone programs and instructed a Professional Development course. Additionally, Jaime has coached at the Division I level and has worked in the non-profit field. Jaime received her Bachelors of Arts in Sociology and Masters of Science in Student Affairs Counseling from Syracuse University and she is currently pursuing her Ed.D in Instructional Leadership at St. John's.

### **Elisa Zervos: St. John's University**

Elisa Zervos is an ICF Professional Certified Coach, educated and experienced in operations management, she has led teams and coaches individuals in career transition and on professional development within a variety of industries. It was a natural progression for Elisa to come to St. John's University Career Services and apply the same coaching techniques to our future generation of employees, preparing them to be 'market-ready' upon graduation. She and her colleagues have increased engagement to career services from 29% to 73% year-over-year by facilitating >350 in-class presentations, programming and promoting attendance to Career Services sponsored events and collaborating often with SJU's dedicated faculty.



### **Sarah McElroy: Brookdale Community College**

Dr. Sarah McElroy is the Director of Career & Leadership Development at Brookdale Community College and has worked at the college for 10 years. She recently completed her Educational Doctorate in Community College/Higher Education Leadership from Rowan University. She earned both her Master's Degree in Counseling and her Bachelor's Degree in Psychology from The College of New Jersey (TCNJ). Sarah was recently chosen to serve on the NACE Taskforce for Career Services Leadership.



### **Bill Kelly: Brookdale Community College**

Bill Kelly is a Career Representative with Brookdale Community College's Career & Leadership Development office. He oversees the student worker program and actively meets with students regarding their career development. Bill holds a M.A. in Counseling with a NJ School Counselor Certificate from Kean University and a B.A. in Psychology from Fairleigh Dickinson University.

### **Jill Donovan: Brookdale Community College**

Jill Donovan is the Assistant Director of Career & Leadership Development at Brookdale Community College, and has been with Brookdale for over 17 years. Over the course of her career at Brookdale, Jill has been involved in leadership development, counseling, advising, teaching, Student Life programming, and assisting students in a career services capacity. She has a Master's Degree in Educational Counseling from Monmouth University. Jill serves on the executive board for the Monmouth County School Counselors Association as well as Vice Chair of Brookdale Community College's Governance Steering Committee. She is also an advisor to the National Society for Leadership & Success on campus and truly loves to work with students to help them develop their leadership style well as their personal and professional skills.



### **Anne La Porta: Brookdale Community College**

Anne La Porta is the Assistant Director of Career and Leadership Development at Brookdale Community College and is the liaison to the Social Science and Health Science Institutes and the Education Field Placement Coordinator. Joining Brookdale in 2009, Anne has had extensive experience in career coaching and workforce development. Anne assists students and alumni, on a variety of career topics. Her areas of expertise include career exploration and planning. Anne teaches, develops and implements career programming and workshops for the general student population. Anne is a volunteer Job coach and member of the Employment and Empowerment Team for the JonBonJovi Soul Kitchen in Red Bank, NJ and serves on the board of the Society for the Prevention of Teen Suicide and liaison to the SPTS Youth Council.



### **Jennifer Winn: Brookdale Community College**

Jennifer Winn began her career on Wall Street in Financial Services and Operations Management. After obtaining a Master's Degree in College Counseling and Student Affairs, Jen transitioned into the field of higher education. Currently a Career Representative on the Career and Leadership Development team, Jen enjoys developing partnerships with employers in multiple industries, working one-on-one with students, and guiding those students through the career readiness process. According to Jen, watching students grow into successful, prepared professionals is the most rewarding aspect of working at Brookdale in Career and Leadership Development.

## SPEAKER BIOGRAPHY



**Carlos Flores: Fairleigh Dickinson University**

Carlos Flores, Career Development Specialist at Fairleigh Dickinson University, utilizes an intersectional and multicultural lens to provide career development services to students from diverse socio-cultural backgrounds. Carlos is passionate about empowering students to make informed career decisions that align with their values and goals and foster positive lifelong learning.



**Gennae Hinson: Montclair State University**

Gennae Hinson, Director of Career Services for the College of Science and Mathematics at Montclair State University, is passionate about helping students to achieve their highest potential. With an emphasis on inclusive career services delivery, Gennae promotes cultural diversity to create awareness, access, and equitable opportunities for students.



**Christine Vitale: Fairleigh Dickinson University**

Christine Vitale is a Career Specialist at Fairleigh Dickinson University. Christine enjoys studying trends in higher education and employment. Christine is an advocate of volunteerism to shape students' character and confidence, interests and goals. She has volunteered career support at public libraries, colleges and universities, high schools and middle schools.



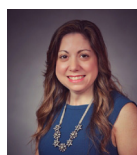
**Jocelyn Coalter: St. John's University**

Jocelyn Coalter is currently the Director of Career Services on the Staten Island campus of St. John's University in New York. Prior to St. John's, she has worked at Yeshiva University and LIM College. Jocelyn holds an MSW from Stony Brook University and a BA in English and Sociology from Providence College, and is a Licensed Master of Social Work in New York State.



**Sarah David: Graduate Student, Montclair State University**

Sarah David is a graduate student in Educational Leadership, Higher Education Master Program at Montclair State University. She is in her final semester and completing her final capstone project, creating a peer marketing program for a tutoring center. Sarah works as a graduate assistant and holds a chair position on the graduate student council for her Master program.



**Jennifer Grauso: St. John's University**

Jennifer Grauso currently serves as Director of Career Development Programs at St. John's University; in addition she is a member of the University Conduct Board and Pre-Health Advisory Program. She has also held positions as Associate Director of Employer Relations, Assistant Director of Programming, Career Advisor, and Adjunct Faculty Member. Jennifer is a passionate leader in higher education motivated by helping others, by engaging and fostering growth in students, and by providing the highest quality service throughout her career.



**Kevin Fallon: Salisbury University**

Kevin Fallon is the Director of Career Services at Salisbury University in Salisbury, Maryland where he leads the delivery of Career and Professional Development services to more than 8,500 students enrolled in - as well as alumni from - 42 undergraduate and 14 graduate programs in Business, Education, Health and Human Services, Science and Technology, and The Liberal Arts. Prior to joining Salisbury, Kevin's 22 year career includes Talent Acquisition and Talent Development leadership roles with global Fortune organizations such as PriceWaterhouseCoopers, Accenture, and Bank of America, as well as University Career Services leadership roles with The Robert H. Smith School of Business at The University of Maryland at College Park and Rider University in Lawrenceville, New Jersey. Kevin has served as a consultant to Fortune corporations and top Universities and is a regular speaker at conferences where he shares thought provoking ideas to help both organizations and Universities solve talent development challenges. Please consider connecting on LinkedIn at: <https://www.linkedin.com/in/kevinfofallon>.



**Nancy Borkowski: Seton Hall University**

Nancy Borkowski is an Associate Director in The Career Center at Seton Hall University. Nancy received her Ed.D. in Higher Education Administration from The University of Georgia. Her work focuses on career development for first year students, as well as initiatives for targeted populations and "at-risk" students.



**Gina Hernandez: Seton Hall University**

Gina Hernandez is an Assistant Director in The Career Center at Seton Hall University. Gina received her M.Ed. in Professional Counseling from William Paterson University. She is a member of several professional associations including NJC3, where she has served on the programming committee and the Executive Board as VP of Networking and Social Events.

**STUDENT OF THE YEAR ★ GRADUATE OF THE YEAR ★ PRACTITIONER OF THE YEAR**



# AWARDS



**Application Deadline:  
Monday, May 6, 2019  
at 5:00 PM**

**STUDENT OF THE YEAR ★ GRADUATE OF THE YEAR ★ PRACTITIONER OF THE YEAR**

**EXECUTIVE BOARD OPEN POSITIONS  
FOR 2019-2020**

President-Elect/Vice President for Programming

Vice President for  
Finance and Membership (2-year Term)

Vice President for Communications and Website

Vice President for Trends and Legal Issues

Vice President for Employer Services

Vice President for Awards

Vice President for Networking and Social Events

Parliamentarian



**ELECTIONS TIMELINE**  
**Wednesday, April 24th at 4PM:**  
Nominations due

**Monday, April 29th:**  
Present ballot to NJC3 Members

**Friday, May 3rd at 4PM:**  
Deadline for voting

**Friday, May 10th:**  
Announce new NJC3 Board Members

A large, irregular splash of teal and light blue watercolor paint serves as a background for the text.

*Thank You*

