

nace26

conference + expo

Denver, CO June 9-11 | Virtual June 24-25

Concurrent Sessions

Get an early look at the concurrent sessions coming to NACE26 Denver, including the Symplicity Experiential Learning Hub, and NACE26 Virtual. That's 150+ sessions!

This curated preview highlights session titles, descriptions, tracks, audience, and experience level—offering a first glimpse at the bold ideas, timely insights, and hands-on learning ahead.

Consider this your inside look at what's shaping our conference experience.

NACE26 Denver

A Broken Rung: Early Career Recruitment and Progression of Women

Track: Early Career Talent Strategies

Audience: Employers

Audience Level: Intermediate

Recruiting goals are to bring in individuals who will progress in the organization. Research shows a marked broken rung on the ladder for early career women. This means that fewer women make it into the advancement pipeline. Learn the reasons this happens and what organizations can do to ensure women's recruitment, retention, and progression.

Presenter:

- Catherine F. Neiner, Retired Career Services

A Flexible Framework: UMBC's PRAC Model for Equitable, Experiential Learning

Track: Experiential Learning

Audience: Career Services

Audience Level: Intermediate

Discover how University of Maryland, Baltimore County (UMBC)'s adaptable, zero-credit PRAC model integrates reflection, equity, and NACE competencies across internships, research, leadership, service learning, and certificate programs—building community, belonging, and career readiness through intentional, high-impact experiential learning.

Presenters:

- Marykate Conroy, University of Maryland, Baltimore County
- Adam Morris, University of Maryland, Baltimore County

Thank you to our Experiential Learning track sponsor!

strada

AI in the Job Search: Students' Attitudes, Expectations, and Experiences

Track: Early Career Talent Strategies

Audience: Employers

Audience Level: Intermediate

Join independent consultant Mary Scott in a data-driven exploration of the impact of employers' use of artificial intelligence on students during their job search. Unfiltered SRG research findings will track the recruiting continuum from the application process through assessment tests and digital interviewing, with a focus on authenticity.

Presenter:

- Mary Scott, Scott Resource Group

Beyond Borders: Framework for Coaching Students Wishing to Work Overseas

Track: Career Services Strategies

Audience: Career Services

Audience Level: Intermediate

Learn a practical framework for advising students seeking overseas work. Explore working holiday visas, graduate pathways, and teaching programs. Practice with realistic scenarios and leave with decision maps, official resources, and confidence to guide students at any academic stage.

Presenters:

- Kazue Sasaki, Temple University, Japan Campus
- Corinn Wilson, Temple University, Japan Campus

Beyond ChatGPT: Guiding Students in Ethical AI Career Readiness

Track: Opportunity and Access

Audience: Career Services

Audience Level: Intermediate

Navigate the AI revolution in career services. Learn proven frameworks for teaching students to ethically leverage ChatGPT, Claude, and ATS tools while maintaining authenticity. Gain

actionable strategies to prepare graduates for AI-powered hiring and equip them with critical AI literacy skills.

Presenters:

- Danielle Bonczewski, University of Southern Indiana
- Megan O'Connor, University of Southern Indiana
- Kimberly M. Sullivan, University of Southern Indiana

Beyond the Booth: Transforming Employer Engagement Across All Team Sizes

Track: Career Services Strategies

Audience: Career Services

Audience Level: Intermediate

As budgets tighten and teams shrink, employers are more selective about campus engagement. Yet students still value in-person connections. Our centers have reimaged employer engagement—modernizing the Career Expo and expanding strategies to build stronger, high-impact relationships across campus.

Presenters:

- Brent Fujinaka, University of Hawaii at Manoa, Shidler College of Business
- Casey Jenkerson, Washington University in St. Louis
- Daniel Pape, Washington University in St. Louis - Center for Career Engagement

Bridging the Gap: Industry-Integrated Pathways to Career Readiness

Track: Preparing a Career-Ready Workforce

Audience: Career Services + Employer

Audience Level: Intermediate

Discover how SMU Cox School of Business developed a scalable, industry-integrated career readiness pathway leveraging Forage virtual simulations, LinkedIn Learning micro credentials, and Bloomberg certifications—driving measurable gains in student skill development, confidence, and career outcomes.

Presenters:

- Lois Marie Brooks, SMU Cox School of Business
- Corey Hamilton, SMU Cox School of Business

Thank you to our Preparing a Career-Ready Workforce track sponsor!



Bridging the Rural Divide: Internship Models for Human Capital Retention

Track: Experiential Learning

Audience: Career Services

Audience Level: Intermediate

Discover how three university-led rural internship programs address human capital flight by reconnecting students with their hometowns. Explore experiential learning, civic engagement, and innovative partnerships that prepare students for meaningful careers while strengthening local communities.

Presenters:

- Dustin Harris, LBJ School of Public Affairs - The University of Texas at Austin
- Jimmy C. Richardson, University of Georgia - Archway Partnership
- Sam Sanger, NC State University Career Development Center

Thank you to our Experiential Learning track sponsor!

strada

Broadening Talent Pipelines in a Changing Regulatory Environment

Track: Opportunity and Access

Audience: Career Services + Employer

Audience Level: Intermediate

New regulations are reshaping recruiting and creating openings. Discover how to expand your talent pipeline by tapping into overlooked candidate pools without legal risk. Hear from employers and universities and learn practical frameworks that widen your candidate pool while keeping your General Counsel happy.

Presenters:

- Krystal Brooks, Sr Director of Development, Forte

Building Bridges, Not Silos: Decentralized Career Services at Scale

Track: Executive Leadership

Audience: Career Services

Audience Level: Intermediate

Learn how Cornell and Syracuse transformed decentralized career services from fragmented operations into cohesive, high-impact ecosystems. Discover proven strategies for fostering collaboration, leveraging technology, and creating equitable outcomes across multiple career centers.

Presenters:

- Adam Capozzi, Syracuse University
- Erica Kyrst, Cornell University

Building Confidence and Community: Implementing a Cohort-Based Job Search Club

Track: Opportunity and Access

Audience: Career Services

Audience Level: Intermediate

Learn how Oregon State University's Job Search Club built confidence, community, and career readiness among first-generation and low-income students through a holistic, cohort-based job search model.

Presenter:

- Chloe Bohnstedt, Oregon State University Career Development Center

Building Early Talent: Real-World Competitions for Career-Ready Students

Track: Experiential Learning

Audience: Career Services + Employer

Audience Level: Intermediate

Discover how universities and employers can collaborate to provide scalable, career-connected experiences. Learn how Podium's co-designed Early Talent Competitions engage students in real-world challenges, build skills and confidence, and create pipelines of career-ready talent.

Presenter:

- Sheela Marathe, Podium Education

Thank you to our Experiential Learning track sponsor!

strada

Building Global Early Career Recruiting Strategies: Equipping Teams for Success

Track: Executive Leadership

Audience: Employers

Audience Level: Advanced

Recruiting leaders are increasingly facing global questions. This expert roundtable will explore how employers build global early career recruiting strategies that balance

consistency with flexibility, ensure equitable candidate experiences, and adapt to shifting talent markets. Join peers and experts to share solutions and insights.

Presenters:

- Norman Jones, Danaher
- Lindsey Lederer, Stryker
- Scott McQuillan, Deloitte
- Chelsea Schein, Veris Insights

Campus Connections: Partnering With Disability Services to Empower Students

Track: Career Services Strategies

Audience: Career Services

Audience Level: Intermediate

Career services professionals will describe their collaborative engagement with Disability Services colleagues on campus and within a virtual community of practice to deliver more disability-informed career preparation to students with physical disabilities while co-creating inclusive internships for these students with local employers.

Presenters:

- Amruta Inamdar, Center for Career Opportunities, Purdue University
- Nicole Keenan, University of Kentucky
- Larry Markle, The Gregory S. Fehribach Center at Eskenazi Health
- Briana Randall, University of Washington

Campus-Industry Forging Nontraditional Paths Via Courses, Treks, and Challenges

Track: Experiential Learning

Audience: Career Services + Employer

Audience Level: Intermediate

In an era of rapid career-pipeline disruption, learn how a graduate school of international relations and Walmart Inc. built a scalable experiential-learning partnership—combining a policy challenge, career trek, and skills course—to open nontraditional career pathways to graduate students. Develop your own nontraditional partnership canvas.

Presenters:

- Rebecca Aman, Johns Hopkins University
- Luis Renta, Walmart PolicyLab

Thank you to our Experiential Learning track sponsor!

strada

Career and Life Design for Parents Balancing Work and Family

Track: Personal and Professional Development

Audience: Career Services

Audience Level: Intermediate

Explore how life design empowers working parents and students who are caregivers to build flexible, fulfilling, and sustainable careers. Learn practical tools in curiosity, reflection, reframing, and prototyping to align professional goals with family priorities and design a life rooted in purpose and well-being.

Presenters

- Ciara A. Suarez, New College of Florida
- Madeline (Maddie) Tympanick, New College of Florida

Career Exposure With Efficiency: Leveraging Technology to Scale Your Program

Track: Experiential Learning

Audience: Career Services

Audience Level: Intermediate

Discover how the University of Maryland (UMD), College Park transformed its Intern for a Day program from an administrative burden into an efficient model by creating the ifad.umd.edu portal. Learn how leveraging existing tools and student expertise streamlined the job shadowing process effectively.

Presenters

- Erica Ely, University of Maryland, College Park
- Jenny Sak, University of Maryland, College Park

Thank you to our Experiential Learning track sponsor!

strada

Career Readiness in Composition: Writing the Foundation for Future Success

Track: Preparing a Career-Ready Workforce

Audience: Career Services

Audience Level: Emerging

Discover how a first-year writing course on fairy tales builds career-ready students by embedding all eight NACE competencies through creative, collaborative, and research-based assignments that connect storytelling to professional skill development.

Presenter:

- Taylor Shook, Florida Southern College

Thank you to our Preparing a Career-Ready Workforce track sponsor!



Career Readiness in Higher Education: A Faculty-Focused Approach

Track: Preparing a Career-Ready Workforce

Audience: Career Services

Audience Level: Advanced

This interactive session will showcase a collaboratively designed course supporting faculty integration of career readiness into academic planning, aiming to boost students' understanding of core career competencies. Attendees will leave with tangible resources and next steps to build their own Career Readiness in Higher Education course.

Presenters

- Kelly O'Shaughnessy, William & Mary Office of Career Development & Engagement
- Diana Theisinger, William & Mary Studio for Teaching & Learning Innovation

Thank you to our Preparing a Career-Ready Workforce track sponsor!



Career Readiness Pathway: Digital Credentials as Milestones in Student Development

Track: Preparing a Career-Ready Workforce

Audience: Career Services

Audience Level: Intermediate

Turn digital badges into powerful tools for student growth. This three-phase framework—Discover, Develop, Demonstrate—guides students to identify skill gaps, build competencies through structured experiences, and communicate their value to employers.

Presenter:

- Tyrone Newsome, Northeastern University

Thank you to our Preparing a Career-Ready Workforce track sponsor!



Career Starts Here: A Scalable Model for First-Year Integration

Track: Career Services Strategies

Audience: Career Services

Audience Level: Intermediate

Discover a sustainable, scalable approach to integrating career readiness into the first-year experience. Presenters share strategies for design, coordination, and training that ensure consistent delivery across 90+ class sections each year.

Presenters:

- Keashla Marengo, Austin Peay State University
- Carly Smith, University of Miami

Coaching + Programming: A Dual Approach to Building Career-Ready Interns

Track: Preparing a Career-Ready Workforce

Audience: Employers

Audience Level: Intermediate

Discover how coaching and intentional programming can transform internship programs. Learn practical strategies for embedding career competencies, connecting them to real work, and empowering interns to become career-ready impact players.

Presenters

- Heather Jackson, American Heart Association
- Kathy Young, American Heart Association

Thank you to our Preparing a Career-Ready Workforce track sponsor!



Coaching Frameworks: Tailoring Theory to Fit Your Office's Unique Context

Track: Career Services Strategies

Audience: Career Services

Audience Level: Intermediate

You've got the training. Now make it work for your office! Learn how to adapt coaching frameworks like NACE and InsideTrack into a flexible, career services model. We provide a three-step process to synthesize theory with your office's operational needs, maximizing benefits and holistic student support.

Presenter:

- Erin Windham-Hill, University of Georgia Career Center

Coaching With Clarity: Supporting Neurodiverse Students in Career Services

Track: Career Services Strategies

Audience: Career Services

Audience Level: Intermediate

This session explores how career services professionals can adapt coaching strategies to better support neurodiverse students. Participants will learn practical techniques for advising, communication, and employer engagement that foster equitable career access and empower students to demonstrate their strengths during the job search process.

Presenter:

- Lynne Free, Louisiana Delta Community College

Collaborate to Elevate: Professional Development on a Budget-Decentralized Model

Track: Personal and Professional Development

Audience: Career Services

Audience Level: Intermediate

Decentralized doesn't mean disconnected. Learn how collaboration across colleges creates a seamless student experience, reduces duplication, and builds staff wellness. Discover budget-friendly ways to co-host events, share strengths, and balance specialized and shared programming.

Presenters:

- Kimberly T. Marsh, University of Michigan-Flint
- Antonio Riggs, University of Michigan-Flint

Cracking the Gen Z Career Code: Strategies for Career Success

Track: Executive Leadership

Audience: Career Services + Employer

Audience Level: Intermediate

Learn evidence-based strategies to engage Gen Z students in career services effectively. Discover counseling techniques, resume/interview coaching, and networking approaches that actually work for the largest generation in today's workforce.

Presenter

- Colleen Batchelder, Indiviti

Creating Career Readiness Major Mapping Through Campus Partnerships

Track: Career Services Strategies

Audience: Career Services

Audience Level: Emerging

This interactive session explores the development of major maps that outline required courses, experiential opportunities, and alumni outcomes to enhance student success and career readiness. Learn how we collaborated with key stakeholders across campus resulting in a university-wide rollout.

Presenters:

- Amanda Shaw, Sacred Heart University
- Annie Suffredini, Sacred Heart University

Cultivating Engagement: How KU Builds a Case-Driven Culture

Track: Preparing a Career-Ready Workforce

Audience: Career Services

Audience Level: Advanced

Explore a proven framework for using case competitions to enhance student engagement, build employer partnerships, and integrate experiential learning across disciplines.

Presenters:

- Stephanie Schmitz, University of Kansas
- Eden Simon, Management Consulted

Thank you to our Preparing a Career-Ready Workforce track sponsor!



Design Your Recruiter Experience

Track: Early Career Talent Strategies

Audience: Employers

Audience Level: Emerging

Warning: This isn't your typical session. Join a high-energy, full-participation design sprint led by career center leaders to help employers and recruiting teams co-design a unique recruitment experience that meets their goals.

Presenter:

- Joe Catrino, Dartmouth College

Designing a Gold Standard Candidate Experience Journey

Track: Early Career Talent Strategies

Audience: Employers

Audience Level: Intermediate

Turn every recruiting touchpoint into a moment that matters. Learn practical strategies to enhance communication, empathy, and personalization throughout the early career hiring journey, drawing from The Cigna Group's proven candidate experience framework.

Presenters:

- Darien Parmenter, The Cigna Group
- LeighAnn K. Standridge, The Cigna Group

Designing for Startups: How CU Engages Innovative Students and Companies

Track: Career Services Strategies

Audience: Career Services

Audience Level: Advanced

Join the University of Colorado (CU) Boulder to understand how you can take your office to the next level by better serving the startup ecosystem on campus and in your local network. We will share how our strategy to tailor events, content, and experiential programming to the world of startups has tapped into a wealth of opportunity for students, employers, and career services.

Presenter:

Dylan Mark, University of Colorado (CU) Boulder

Elevating Career Readiness: The Ready Day 1 Connect Model

Track: Preparing a Career-Ready Workforce

Audience: Career Services

Audience Level: Intermediate

Ready Day 1 Connect helps students recognize and articulate career competencies throughout their academic journey. Learn Georgia Southern's proven strategies for curricular

integration, faculty engagement, cross-campus partnerships, and assessment that demonstrates real impact.

Presenters

- Caitlyn Cofer, Georgia Southern University
- Glenn Gibney, Georgia Southern University
- Ryan Schroeder, Georgia Southern University

Thank you to our Preparing a Career-Ready Workforce track sponsor!



Employer-Led Innovation: Transforming Business Pathways at City Colleges of Chicago

Track: Preparing a Career-Ready Workforce

Audience: Employers

Audience Level: Intermediate

Discover how the nationally recognized BILT model, being implemented at City Colleges of Chicago, transforms advisory committees into co-leadership councils that sustain employer relationships, shape talent pipelines, and ensure students are career ready on Day One.

Presenter

- Susanne Brock, City Colleges of Chicago

Thank you to our Preparing a Career-Ready Workforce track sponsor!



Empowering Dreamers: How to Support Undocumented Students

Track: Opportunity and Access

Audience: Career Services

Audience Level: Emerging

Discover how to better support undocumented students. Explore the unique challenges they face, the key laws and policies that impact their education, and practical strategies career services on campuses can implement to foster a more inclusive, supportive environment for colleges to utilize this untapped labor market for recruiters.

Presenters

- Avdeep Dhillon, First Gen Empower

- Arabi Hassan, First Gen Empower
- Sarah Park, First Gen Empower

Empowering Higher Education Staff to Lead Inclusive Talent Development

Track: Personal and Professional Development

Audience: Career Services

Audience Level: Intermediate

This discussion will explore inclusive talent development strategies for higher education staff. Come talk about how to build psychologically safe teams; mentor first-gen professionals; and embed equity into hiring and growth, even in resource-constrained environments.

Presenter

- Beth Lesen, California State University, Long Beach

Enhancing Your University Relations Strategy Through Marketing Best Practices

Track: Early Career Talent Strategies

Audience: Employers

Audience Level: Intermediate

Discover how marketing personas can transform your campus recruiting strategy. Learn to align events, messaging, and outreach with student motivations and preferences to drive deeper engagement and better hiring outcomes.

Presenters

- Tana Brown, The Cigna Group
- Stephanie Pallante, The Cigna Group

Expanding Access, Engagement, and Impact: Reinventing the Resume Review

Track: Career Services Strategies

Audience: Career Services

Audience Level: Intermediate

Discover how Berry College expanded student access to resources, extended staff capacity, and enhanced campus partnerships through an innovative Resume Review initiative. Their success shows that you don't need an instructional designer or big budget to create engaging content, and that you can scale without sacrificing a personalized approach.

Presenters:

- Molly Reed, Berry College
- Hope S. Willoughby, Berry College

Flip the Script: Inclusion Without the Labels

Track: Opportunity and Access

Audience: Employers

Audience Level: Intermediate

Inclusive practices don't require a DEI label. In this interactive session, discover how small shifts in language, process, and investment can expand opportunity and access for early-career talent. Through real-world stories and peer activities, you'll gain tools to strengthen hiring, retention, and team culture immediately.

Presenter

- Shaun Boyle, Taber Coaching

From Awareness to Acceptance: Mastering the Personalized Campus Recruiting Experience

In an increasingly competitive talent landscape, winning over Gen Z requires more than presence—it demands precision, personalization, and strategic brand differentiation. This dynamic session goes beyond theory to deliver actionable intelligence on what's working now and what's coming next. Through data-driven insights and proven technology applications, our expert panelists will explore current and emerging trends reshaping how organizations build brand awareness and engage talent on university campuses. We'll examine recent research revealing what Gen Z truly seeks in employers and how to strategically complement your existing university recruiting programs without starting from scratch.

Presenters:

- Seth Frey
- Abby Motson
- Simon Kho

From First Offer to First Anniversary: Retaining Gen Z Talent

Track: Early Career Talent Strategies

Audience: Employers

Audience Level: Advanced

What happens after a Gen Z new hire says "yes"? This session shares how employers and universities can support early-career talent from first offer to first anniversary using RTC's data and industry strategies to boost retention, satisfaction, and advancement.

Presenters

- Kate Dean-McKinney, Rewriting The Code
- Jessica I. Mora, Rewriting The Code
- Swadha Rai, Rewriting the Code

From Frameworks to Cultural Transformation: Driving Change Through Career Readiness

Track: Executive Leadership

Audience: Career Services

Audience Level: Advanced

Discover how Georgia Tech advanced career readiness as organizational change. Gain theory-supported strategies leaders can leverage to build credibility, engage stakeholders, and drive institution-wide cultural adoption of career readiness or other campus-wide initiatives.

Presenters

- Laura Garcia, Georgia Institute of Technology
- David Gaston, Georgia Institute of Technology
- Gaeun (Gwenn) Seo, Georgia Institute of Technology

From Intern to Insider: Leveraging Peer Voices in Recruiting

Track: Early Career Talent Strategies

Audience: Career Services

Audience Level: Intermediate

Discover how the University of Michigan reimaged employer engagement through Meet the Interns, a peer-to-peer networking model that elevates student voices, boosts employer visibility, and delivers authentic insights into the internship experience.

Presenter

- Meagan Hart-Molloy, University of Michigan

From Orientation to Integration: Rethinking Onboarding for Early Career Talent

Track: Early Career Talent Strategies

Audience: Employers

Audience Level: Advanced

Learn how to design onboarding experiences that go beyond orientation to build durable skills, confidence, and connection—helping early career talent thrive from day one.

Presenters

- Anh Lee, Durable Minds Everboarding

From Scrappy to Strategic: Lean Team Leading Big Program

Track: Early Career Talent Strategies

Audience: Employers

Audience Level: Intermediate

Budget constraints and headcount are constant battles for early career teams. We're here to share how a team of three manages to support 700+ early talent hires a year with a volunteer recruiter model. We'll cover how we train and support them to ensure consistent candidate experiences and how to track outcomes that demonstrate value to leadership.

Presenter:

- Jessica M. Nguyen, GE Appliances, a Haier company

From Scratch to Strategy: Designing What Didn't Exist (Yet!)

Track: Early Career Talent Strategies

Audience: Employers

Audience Level: Intermediate

Explore how academic frameworks and student-centered design fueled the creation of a scalable early career pipeline from scratch—featuring an internship program, graduate development experience, and university outreach strategy—with measurable success in engagement, satisfaction, and retention.

Presenter:

- Shaq D. Lowe, AtkinsRéalis

Future of Early Careers - a UK Perspective

Presenters:

- Stephen Isherwood, ISE
- Joan Moore, ISE

Golden Pathways: Building Regional Talent Pipelines Via Collaborative Career Treks

Track: Preparing a Career-Ready Workforce

Audience: Career Services + Employer

Audience Level: Intermediate

Interactive workshop featuring breakout design challenges, live polling, and collaborative mapping. Participants co-create blueprints for immersive excursions integrating employer engagement, mentorship, and experiential learning.

Presenters:

- Crystal Burton, University of Florida
- Randall Deich, Greater Fort Lauderdale Alliance
- Erin Lin, University of Florida

Thank you to our Preparing a Career-Ready Workforce track sponsor!



Good Vibes Only: Vibe Coding for University Recruiters

Track: Early Career Talent Strategies

Audience: Employers

Audience Level: Intermediate

Learn how a team of three recruiters manages 89,000+ applications a year while keeping recruiting “human.” You'll leave with real tools, prompt examples, and automation tips to simplify your workflows using ChatGPT and Google Scripts.

Presenter

- Jaylyn Jones, Duolingo

Growing Your Talent Pipeline Through High-Impact Insight Programs

In this session, participants will explore proven approaches to reaching top talent earlier in the pipeline, engaging students well before the internship application cycle and increasing long-term retention through the creation of impactful and memorable insight program experiences. Attendees will hear from The Smarty Train alongside global partners EY* and Citadel* (*TBC) as they share practical frameworks, real-world examples and insights drawn from successful programs worldwide.

Presenter:

- Sajaad Jetha - Founder, The Smarty Train

Harnessing Data Analytics and AI for Campus Recruiting Success

Track: Early Career Talent Strategies

Audience: Employers

Audience Level: Advanced

Explore how data analytics and AI are revolutionizing campus recruiting and how to add them into your strategic decision-making workflow. Gain insights from a real-world case study and participate in group discussions for practical strategies. Equip yourself with the tools to lead data-driven recruitment at your organization.

Presenter

- Malana White, KPMG LLP

How to Sustain Your Early Talent Hiring in Any Market

Track: Early Career Talent Strategies

Audience: Employers

Audience Level: Intermediate

Hear from a panel of early talent professionals across industries as they share how they're sustaining or expanding hiring efforts in a challenging market. Learn how to adapt your early talent strategy when growth isn't always possible.

Presenters:

- Elizabeth Diley, Medtronic
- Graham Donald, Brainstorm Strategy Group Inc.
- Nicole Furnia, ABB
- Jamie Roshka, Travelers

Industry Voices: The Future of Work and Employer Expectations

Track: Preparing a Career-Ready Workforce

Audience: Career Services + Employer

Audience Level: Intermediate

Hear directly from employers on the skills, qualities, and experiences they value most in early talent. Learn how career services can leverage collaboration with employers and faculty to strengthen career readiness and prepare students for the future of work.

Presenters:

- Catarina Caulfield, Rutgers University - Office of Career Exploration & Success
- Liz Langemak, Verizon
- Kelly O. Morgan, Lockheed Martin
- Jennifer Santiago, Enterprise Mobility

Thank you to our Preparing a Career-Ready Workforce track sponsor!



Infusing Career Competencies Into Campus Recruiting: Exploring Case Studies

Track: Early Career Talent Strategies

Audience: Employers

Audience Level: Intermediate

Fireside chat hosted by Lauren Cunningham, Director of Early Careers & Campus at AMS with Ellie Long, Global Head of Emerging Talent at Rolls-Royce, and one other leading early

careers financial services employer. We'll discuss our vision to improve student internship outcomes, well-being and personal development, and engagement and belonging.

Presenters:

- Lauren Cunningham, AMS
- Ellie Long, Rolls-Royce

Institutionalizing Career Outcomes as an Academic Priority

Track: Executive Leadership

Audience: Career Services

Audience Level: Advanced

Executive leaders will explore how Wingate University integrates purpose and career readiness across academics, advising, and employer partnerships—offering a model for aligning leadership, structure, and strategy to drive institutional transformation.

Presenters:

- Kacey Grantham, Wingate University
- Terese J. Lund, Wingate University

Joy to the Work: Staff Assessment and Engagement

Track: Executive Leadership

Audience: Career Services

Audience Level: Advanced

Amid quiet quitting, burnout, and heightened constraints, staff retention and engagement are urgent priorities for higher education. This program shares key learnings from Loyola's staff assessment and engagement efforts; examines attrition data and trends; and offers strategies to help leaders foster fulfilling, joyful experiences for staff.

Presenters:

- Genevieve Harclerode, Loyola University Chicago
- Andy Wilson, Loyola University Chicago

Launch a Business in 45 Minutes While Cultivating NACE Competencies

Track: Experiential Learning

Audience: Career Services

Audience Level: Intermediate

What if you could launch a business and build career skills—all in under an hour? Join this dynamic session to experience entrepreneurship as a powerful pathway for cultivating NACE competencies.

Presenter:

- Andrew Gold, City University of New York - Lehman College

Thank you to our Experiential Learning track sponsor!

strada

Leading Through Disruption: Change Management Strategies for Career Services Leaders

Track: Executive Leadership

Audience: Career Services

Audience Level: Advanced

Change in higher education is accelerating. Learn proven strategies to lead through disruption with confidence. Explore frameworks, anticipate resistance, and gain tools to build buy-in, communicate effectively, and ensure your career initiatives succeed.

Presenter:

- Tricia Zelaya-Leon, The Ohio State University

Mentorship as Strategy: Advancing Graduate Career Development at UMBC

Track: Career Services Strategies

Audience: Career Services

Audience Level: Intermediate

Discover how University of Maryland, Baltimore County's (UMBC's) Graduate Student Mentoring Network (GSMN) uses alumni mentorship as a strategic career services initiative to enhance graduate student belonging, confidence, and career readiness through scalable, relationship-centered programming.

Presenter:

- Rowena B. Winkler, University of Maryland, Baltimore County

Mess, Meaning, and Milestones: Transforming Student Employment

Track: Career Services Strategies

Audience: Career Services

Audience Level: Intermediate

Discover how Louisiana State University (LSU) transformed a decentralized student employment system into a career-ready, strategic program. Whether you oversee student

employment or engage with it indirectly, this session explores key milestones, challenges, lessons learned, and practical strategies to help unlock its full potential on your campus.

Presenters:

- Jesse Downs, Louisiana State University Olinde Career Center
- Leslie Moran, Louisiana State University Olinde Career Center

Mindful by Design: Restoring Presence and Purpose in Career Education

Track: Personal and Professional Development

Audience: Career Services

Audience Level: Emerging

Discover how mindfulness can re-energize career education and experiential learning. Learn practical tools to infuse presence, reflection, and emotional intelligence into advising, teaching, and leadership without adding more to your plate.

Presenters:

- Ashleigh Droz, Florida Gulf Coast University
- Samantha McGurgan, Tufts University - Friedman School of Nutrition Science & Policy

Mission Possible: Developing Purpose-Driven Career Pathways

Track: Preparing a Career-Ready Workforce

Audience: Career Services + Employer

Audience Level: Intermediate

Career services face a persistent challenge: students seek meaningful careers, yet struggle to translate academic interests into viable pathways. Meanwhile, employers may find it difficult to decode how coursework develops the skills needed to succeed. This session presents a solution: a partnership that bridges curriculum and career.

Presenters

- Joseph Catrino, Dartmouth College
- Katie Choby, Teach For America

Thank you to our Preparing a Career-Ready Workforce track sponsor!



More Than Your Job Title: Building Your Professional Brand

Track: Personal and Professional Development

Audience: Career Services

Audience Level: Emerging

From new hire to trusted colleague, this practical session offers a strategic blueprint for new professionals to intentionally build an authentic and credible identity, combat imposter syndrome, and accelerate their early career growth.

Presenter

- Kelsey Lane, Wake Forest University

On-Campus Internships: Elevating Student Employment for Career Readiness

Track: Preparing a Career-Ready Workforce

Audience: Career Services

Audience Level: Intermediate

Learn how University of Colorado - Boulder (CU Boulder) reimagined student employment as a high-impact practice through on-campus internships and internship-like experiences, aligned with NACE career readiness competencies. Gain tools, strategies, and insights to launch or enhance similar programs at your institution.

Presenters:

- Marlys McKinney, University of Colorado Boulder
- Manna Cauley, University of Colorado Boulder

Thank you to our Preparing a Career-Ready Workforce track sponsor!



One Question Can Change Everything: Creating Continuous Improvement With NPS

Track: Career Services Strategies

Audience: Career Services

Audience Level: Intermediate

Discover how one simple question, Net Promoter Score (NPS), moves beyond satisfaction to measure advocacy and predict behavior. Learn how NPS builds a culture of continuous improvement that strengthens engagement, empowers staff, and enhances outcomes.

Presenter

- Melanie Murphy, Denison University

Operation Opportunity: Uniting Colleges and Employers to Champion Veteran Success

Track: Opportunity and Access

Audience: Career Services + Employer

Audience Level: Intermediate

Discover how Purdue Global and Freeman built a veteran hiring pipeline through intentional collaboration, aligning education and industry to expand workforce opportunities, strengthening career mobility, and creating lasting impact for military-connected learners.

Presenters:

- Barry Barbe, Freeman
- Adam Bufka, Purdue University Global

Partnering With Philanthropy to Expand Your Impact

Track: Executive Leadership

Audience: Career Services

Audience Level: Advanced

How can philanthropy support innovation and expand your reach? We'll spotlight a grant project between the Strada Educational Foundation and Purdue Global to cover the basics of grantmaking, offer tips for finding the right philanthropic partner, and explore how partnerships can help you share insights from your work.

Presenters

- Jennifer Lasater, Purdue University Global
- Melissa Leavitt, Strada Education Foundation

Partnering With Purpose: Build Meaningful Relationships in Early Career Recruiting

Track: Early Career Talent Strategies

Audience: Employers

Audience Level: Intermediate

Learn how HNTB doubled its intern program in three years (AND retained 73% of those interns as full-time hires!) while building meaningful and authentic relationships on campus through its University Champion program. Discover strategies for strategic engagement and leave with an action plan to build/enhance your own champion program.

Presenters:

- Amanda Bergmann, HNTB
- Lindsey Damour, HNTB
- Janise Spruiell, HNTB

Thank you to our Preparing a Career-Ready Workforce track sponsor!



Partnering With Student Organizations to Strengthen Employer Engagement

Track: Career Services Strategies

Audience: Career Services

Audience Level: Emerging

Learn how career centers can partner with student organizations to create professional, inclusive, and well-coordinated employer events that strengthen relationships, support student learning, and ensure positive experiences for all participants.

Presenter:

- Jerry Mason, Colorado School of Mines

Partnerships With Purpose: Co-Creating Career Readiness With Campuses

Track: Preparing a Career-Ready Workforce

Audience: Career Services + Employer

Audience Level: Intermediate

Join Andrea Koegel and Nicci Hopps from Northwestern Mutual's central Florida office for an insightful session on implementing a multi-pronged approach to engage campuses and prepare students for career success. Whether you're just starting or refining your strategy, this session is for you.

Presenter:

- Nicci Hopps, Northwestern Mutual

Thank you to our Preparing a Career-Ready Workforce track sponsor!



PAUSE & Prompt: Ethical and Sustainable AI for Career Success

Track: Career Services Strategies

Audience: Career Services

Audience Level: Intermediate

Explore how to integrate AI ethically and sustainably. In this interactive session, you'll use deep research and vibe coding to develop instant interactive and impressive presentations, practice greener AI workflows, and leave with ready-to-use tools that empower you to train others and drive responsible innovation in career development.

Presenter:

- Angie Thompson, University of Montana

PhD not Required: Data You Can Trust

Track: Career Services Strategies

Audience: Career Services

Audience Level: Emerging

This session builds on Rutgers' high-demand 2017 NACE presentation *PhD not Required*. Take a deeper dive into stratified random sample surveys with case studies and a live demo—showing why practitioners shouldn't fear data and how to collect representative insights on a budget.

Presenters:

- William A. Jones, Rutgers University - New Brunswick
- Ruth Ann Phillippi, Rutgers University - New Brunswick

Preparing Graduates for an AI-Infused Future: A UAE Case Study

Track: Preparing a Career-Ready Workforce

Audience: Career Services

Audience Level: Intermediate

A UAE case study on how New York University (NYU) Abu Dhabi, a liberal arts institution, and Mohamed Bin Zayed University of Artificial Intelligence, an AI-focused institution, prepare all graduates—across disciplines—for an AI-infused future through research, employability initiatives, and career services strategies that help students thrive amid rapid technological and workforce change.

Presenters:

- Emma Blakemore, Mohamed Bin Zayed University of Artificial Intelligence
- Dana L. Downey, New York University Abu Dhabi
- Helen Taunga, New York University Abu Dhabi

Thank you to our Preparing a Career-Ready Workforce track sponsor!



Progress Over Perfection: Redefining Success in Career Services

Track: Personal and Professional Development

Audience: Career Services

Audience Level: Intermediate

Explore how perfectionism impacts career services professionals and learn strategies to embrace authenticity, boost creativity, and find balance. This session helps practitioners redefine success through progress, compassion, and sustainable professional growth.

Presenter:

- Rowena B. Winkler, University of Maryland, Baltimore County

Purpose Over Presence: Rethinking Your Event Strategy for Better ROI

Track: Early Career Talent Strategies

Audience: Employers

Audience Level: Intermediate

Campus recruiting events are changing. Learn how employers are using data and analytics to optimize their event strategies; improve ROI; and balance brand building with hiring, so every event attended drives meaningful results.

Presenters:

- Michael Megerian, Yello
- Early Talent Recruiting Leader Panelists: TBD

Purposeful Biology: Embedding Career Paths & Social Capital Into Curriculum

Track: Preparing a Career-Ready Workforce

Audience: Career Services

Audience Level: Intermediate

Discover how Miami Dade College's Wolfson Campus equips STEM students for career success through immersive learning, AI tools, and strategies that build social capital, boost confidence, and connect learners with employers. Gain a replicable framework, templates, and actionable techniques.

Presenters:

- Wafica Itani, Miami Dade College, Wolfson Campus
- Marieli Rubio, Career Launch
- Logan Saucer, Miami Dade College, Wolfson Campus

Thank you to our Preparing a Career-Ready Workforce track sponsor!



Reading Between the Lines: Compassionate Presence for Students Facing Uncertainty

Track: Career Services Strategies

Audience: Career Services

Audience Level: Intermediate

This interactive session provides effective strategies from mindfulness practices and psychology to support students through uncertainty. Participants learn to recognize subtle signals, understand transference patterns, and respond with a compassionate presence that creates belonging and transforms student connections.

Presenter:

- Sam L. Chambers, University of Vermont Career Center

Recruiting Analytics: How Employer Data Shapes University Hiring Strategy

Track: Early Career Talent Strategies

Audience: Career Services + Employer

Audience Level: Intermediate

Discover how current employer access to comprehensive data insights and powerful analytics is influencing where employers recruit, how they engage with campuses, and how they invest their time and resources to maximize results; and learn how career services can align with these insights to stand out to desired employer partners.

Presenters:

- Jeff Beavers, 12twenty
- Kelley Clark, Raymond James

Recruiting Without Recruiters: How to Turn Employees Into Talent Leaders

Track: Early Career Talent Strategies

Audience: Employers

Audience Level: Intermediate

Discover how GE Aerospace transforms employees into ambassadors and ambassadors into campus recruiting leaders. By leveraging lean principles, our recruiting team of four empowers hundreds of volunteer and employee ambassadors to confidently represent GE Aerospace and make impactful hiring decisions on campus.

Presenters:

- MaryBeth E. Kuntz, GE Aerospace
- Lauren Kutz, GE Aerospace

Redefining Retirement: Staying Engaged, Connected, and Impactful

Track: Personal and Professional Development

Audience: Career Services + Employer
Audience Level: Advanced

Retirement isn't the end; it's a new beginning! Join three past NACE Presidents as they share how they've redefined purpose, legacy, and connection while continuing to shape the NACE and Early Career Community.

Presenters:

- Dawn Carter, New Dawn Strategy Group
- Tim Luzader, Retired Career Services
- Vanessa Strauss, FDIC

Reignite & Retain: A Strategic Approach to Keep Warm

Track: Early Career Talent Strategies

Audience: Employers

Audience Level: Intermediate

DHL Supply Chain (DSC) revamped its intern engagement strategy after a drop in return offers from 81% to 67%. By implementing a data-informed Keep Warm Strategy, they focused on personalized communication with interns, achieving an 81% return offer rate and reducing reneges by 46%. This session shares insights on enhancing candidate engagement and retention.

Presenters:

- Caitlin Ballow, DHL Supply Chain
- Cait Flickinger, DHL Supply Chain

Rocky Roads, Bold Paths: Scaling Career Services

Track: Career Services Strategies

Audience: Career Services

Audience Level: Intermediate

With high staff-to-student ratios, tight budgets, and rising expectations, career services must do more with less. Join the University of Michigan and Oakland University to explore practical strategies for scaling career education and reshaping services for impact.

Presenters:

- Kelly Dorner, Oakland University Career and Life Design Center
- Jocelyn Gaydos, University of Michigan, Ann Arbor, University Career Center
- Chelsea Moore, University of Michigan, University Career Center

Scaling Career Coach Training With a Data-Driven Framework

Track: Personal and Professional Development

Audience: Career Services

Audience Level: Intermediate

Discover how a career center scaled its coaching team using C.O.A.C.H., a holistic, data-driven training model with proven impact. Learn how the framework blends foundational coaching education with experiential learning, supervision, and reflection. Attendees will explore how to build a consistent coaching culture across diverse contexts.

Presenters:

- Jose Pierre, Stony Brook University Career Center
- Tara L. Truhan, Stony Brook University

Scaling Impact: How Peer Career Advisors Expanded Our Reach

Track: Career Services Strategies

Audience: Career Services

Audience Level: Emerging

Discover how Rensselaer Polytechnic Institute built a successful Peer Career Advising (PCA) program that expanded services, improved student satisfaction, and increased staff capacity. Learn data-driven strategies to launch and sustain your own PCA model.

Presenter:

- Emily Killian, Rensselaer Polytechnic Institute

Scaling Paraprofessional Career Services for Diverse Student Needs

Track: Career Services Strategies

Audience: Career Services

Audience Level: Intermediate

Discover strategies to integrate solutions when designing and implementing student paraprofessional programs in large, decentralized universities. Engage in interactive discussions to address challenges like federal mandates and service gaps while fostering innovation in student career development.

Presenters:

- Bryanna Brooks, University of Illinois Urbana-Champaign - The Career Center
- Pankaj Desai, University of Illinois Urbana-Champaign - The Career Center
- Zella Walden, University of Illinois Urbana-Champaign - The Career Center
- Grace Yun, University of Illinois Urbana-Champaign - The Career Center

Scaling Reflection With Voice-AI: Lessons From Northeastern University

Track: Experiential Learning

Audience: Career Services

Audience Level: Intermediate

Discover how Northeastern University and InStage are using AI-powered voice reflections to scale experiential learning. Learn how guided AI conversations help students articulate skills, deepen reflection, and enhance engagement without adding staff workload.

Presenters:

- Dinuka Gunaratne, Northeastern University
- Imran Mouna, InStage

Thank you to our Experiential Learning track sponsor!

strada

Scaling Success: The Evolution of Lutron's Internship Strategy

Track: Experiential Learning

Audience: Career Services + Employer

Audience Level: Intermediate

Lutron Electronics was recently recognized as one of the "Greatest Places to Intern in PA" by The PA Chamber, highlighting our dedication to providing meaningful learning experiences for the next generation of professionals. This session will cover the evolution of our program and share key elements of our strategy for building a high-impact experiential program.

Presenters:

- Courtney Cox, Lutron Electronics
- Sam Vanderbilt, Lutron Electronics

Thank you to our Experiential Learning track sponsor!

strada

Storytelling for Career Success

Track: Personal and Professional Development

Audience: Career Services

Audience Level: Intermediate

Q: What Can I Be Doing Now?

A: Know Yourself and Your Story.

At a time when much is uncertain, we can support students by coaching them toward compelling narratives about who they are, what they have done and why, and what they want to do and why. These stories will set them up for success on social media, in cover letters and interviews, and ultimately in life.

Presenter:

- Jocelyn Frelier, Brown University

Student Voice as Data: Translating Lived Experience Into Inclusive Practices

Track: Opportunity and Access

Audience: Career Services

Audience Level: Intermediate

University of Maryland, Baltimore County (UMBC) amplifies student voice to advance equity and access in career readiness. Through UIA, ASU Work+, and our Student Advisory Council, we've turned feedback into inclusive programs, reimagined on-campus work, and scalable strategies that build belonging and early career confidence.

Presenters

- Michelle Breen, UMBC
- Annie Byrd, UMBC

Supervising for Growth: Coaching Career Advisors to Thrive

Track: Personal and Professional Development

Audience: Career Services

Audience Level: Intermediate

This session explores how a coaching approach in supervision boosts retention and growth of career advisors through trust-building, developmental relationships, and intentional career development strategies. Includes tools, scenarios, and interactive prompts.

Presenters:

- Mindy Hurd, University of Colorado Boulder Career Services
- Cori Shaff, University of Colorado Boulder Career Services

Supporting International Students During Challenging Times

Track: Opportunity and Access

Audience: Career Services

Audience Level: Intermediate

As global economies shift and visa policies evolve, supporting international students is more critical than ever. Join this roundtable discussion on developing strategic, scalable, and inclusive career services that support international student success in both U.S.-based and global job markets.

Presenter:

- Kelly Graham, New York University

Supporting International Students: Navigating Access in a Changing Career Landscape

Track: Opportunity and Access

Audience: Career Services

Audience Level: Intermediate

Engage in a roundtable exploring strategies and insights to support international students navigating career pathways in a changing U.S. landscape.

Presenter:

- Anthony R. Holmes, Kennesaw State University

The Class of 2026 in the AI economy

Track: Preparing a Career-Ready Workforce

Audience: Career Services + Employer

Audience Level: Intermediate

The Class of 2026 is both AI-savvy and AI-anxious. This session will explore how AI and other emerging trends are affecting seniors' career trajectories, and offer strategies for educators and employers to support, attract, and retain early talent in an AI-enabled workplace.

Presenters:

- Christine Cruzvergara, Handshake
- Cody Kangas, Michigan Technological University
- Meghan Magette, Hilton
- Randy Tarnowski, Handshake

Thank you to our Preparing a Career-Ready Workforce track sponsor!



The Forms of Career Services Capital and Organizational Influence

Track: Executive Leadership

Audience: Career Services
Audience Level: Advanced

There is currently organizational misalignment between the level of influence career services leaders possess (i.e., moderate to low) within their institutions relative to the career outcome expectations from students, families, and the public (high to extremely high). What's up with that? What can career services leaders do about it?

Presenter:

- Dylan T. Houle, Santa Clara University

The Impact of Business Colleges Revisiting Career Readiness

Track: Career Services Strategies
Audience: Career Services
Audience Level: Intermediate

Learn how UTK's Haslam College of Business embedded a career readiness series into required curriculum, equipping students to navigate the job search, transition into careers confidently, and contribute from day one, with adaptable strategies and data-driven insights.

Presenters:

- Jason Dennison, Quinnia
- Steve Syoen, University of Tennessee, Knoxville Haslam College of Business

The Power of Cohort Models: Career Mobility & MLI

Track: Career Services Strategies
Audience: Career Services
Audience Level: Intermediate

Eager to expand and enhance your leadership development? Experience how the cohort model of the Management Leadership Institute (MLI) has made a difference! In this session, participants will gain insights from NACE's MLI alumni survey, explore key takeaways, and maximize the lasting benefits of a cohort-based professional development program.

Presenters:

- Matthew Brink, NACE
- Claire Kleiger, Swarthmore College
- Kathleen I. Powell, William & Mary

The Social Spark: Elevating Your Brand Through Intern Voices

Track: Early Career Talent Strategies
Audience: Employers

Audience Level: Intermediate

Ready to supercharge your employer brand? Join us for a fast-paced session where we'll explore how authentic intern voices can be your secret weapon for attracting top talent. Learn why peer-to-peer influence cuts through corporate noise, how to build a thriving Intern Social Ambassador Program, and see the metrics that prove their incredible impact!

Presenters:

- Kara M. del Rosario, Ford Motor Company
- Brandy Joe Plambeck, Ford Motor Company

Translating Experience Into Opportunity: Helping Students Articulate Their Value

Track: Preparing a Career-Ready Workforce

Audience: Career Services

Audience Level: Advanced

Students say "helped customers" while employers search for "stakeholder management." Discover how institutions use responsible AI to translate experiences into competencies at scale. Learn ethical frameworks for automated feedback, competency tracking, and opportunity matching that help every student "speak employer."

Presenters:

- Bill Heinrich, Symplicity
- Rickey McCreless, University of North Alabama Career Center

Thank you to our Preparing a Career-Ready Workforce track sponsor!



Turning Data Into Strategy Through Collaborations With ERT and CDT

Track: Career Services Strategies

Audience: Career Services

Audience Level: Intermediate

Discover how Southern Methodist University's employer relations teams (ERTs) and career development teams (CDTs) use data reporting and storytelling to demonstrate office impact, drive strategy, and communicate value to students, employers, and campus leaders. This session explores strategies for collaborative data collection and integration that enhances outcomes and engagement.

Presenters:

- Amanda Bobo, Southern Methodist University
- Evan Saperstein, Southern Methodist University

Utilizing Canvas in Novel Ways to Guide and Assess EL

Track: Experiential Learning

Audience: Career Services

Audience Level: Intermediate

This session explores how Virginia Tech's Bridge Experience Program uses a customized Canvas course that enables students to plan, reflect, and showcase experiential learning (EL), creating a scalable model that bridges classroom learning to post-graduation career goals, while easing administrative lift and providing university-wide data on experiences.

Presenters:

- Devashree Bhagwat, Virginia Tech
- Zach Coffren, Virginia Tech Academy for Experiential Learning
- Saujanya Mani, Virginia Polytechnic Institute and State University
- Jianqiang Zhang, Virginia Tech

Thank you to our Experiential Learning track sponsor!

strada

What Employers Don't Say (and How to Prepare Students)

Track: Early Career Talent Strategies

Audience: Career Services

Audience Level: Intermediate

What do hiring leaders say about new grads when candidates are not in the room? This fast track session reveals the hidden conversations, the real factors that tip decisions, and gives you a practical tool to prepare students for success.

Presenter:

- Keith Anderson, Career Alchemy

What is a Career-Connected Campus? Colorado's Commitment to Workforce Readiness

Track: Preparing a Career-Ready Workforce

Audience: Career Services

Audience Level: Advanced

Discover how three Colorado institutions earned the Career Connected Campus designation. Moderated by the Colorado Department of Higher Education, this panel explores how campuses integrate work-based learning, partnerships, and credentials for career-ready graduates.

Presenters:

- Sarah Smith, Regis University
- Sarah Trzeciak, University of Colorado Denver
- Renee Welch, Colorado Department of Higher Education
- Wendy Winter-Searcy, Colorado School of Mines

Thank you to our Preparing a Career-Ready Workforce track sponsor!



Symplicity Experiential Learning Hub in Denver

A How-To Guide to Maximize Internship Outcomes

Track: Experiential Learning Hub

Audience: Career Services

Audience Level: Intermediate

In 2024, UNC Asheville introduced a new type of internship program: one with low barriers to access, high-touch matching and support, and a curriculum focused on social and cultural capital—not just job skills. This session provides an overview of the successful ongoing program, including lessons learned and a how-to guide for practitioners.

Presenter:

- Lisa C. Mann, UNC Asheville

Thank you to our Experiential Learning Hub sponsor!



Beyond Internships: Expanding the Landscape of Work-Integrated Learning

Track: Experiential Learning Hub

Audience: Career Services

Audience Level: Emerging

Higher education faces increasing demand to ensure every student has meaningful opportunities to connect their academic learning to the world of work. Examine why a “one-size-fits-all” approach limits student access and how a diverse set of offerings can expand scalability and transform how higher education connects learning with work.

Presenters:

- Amy Michalenko, Arizona State University - Work+Learn
- Casey Sechler, Arizona State University - Work+Learn

Thank you to our Experiential Learning Hub sponsor!



Beyond the Degree: Practical Employment for Neurodivergent Students

Track: Experiential Learning Hub

Audience: Employers

Audience Level: Intermediate

Mercyhurst University's Center for Neurodiversity launched programming to support neurodivergent students with hands-on employment opportunities to help prepare them for careers post-college. Hear how micro-internships, internships, job coaching, and AI have helped students gain invaluable experience for post-college planning.

Presenters:

- Allison Metzcar, Mercyhurst University
- Ryan Palm, Mercyhurst University

Thank you to our Experiential Learning Hub sponsor!



Can You Prompt Engineer Your Students?

Track: Experiential Learning Hub

Audience: Career Services

Audience Level: Advanced

Learn how a zero-credit, asynchronous career-readiness course sustains serious student engagement—using social engineering by design, peer feedback, competency alignment, and continuous improvement—plus ready-to-use blueprints and checklists you can implement immediately.

Presenters:

- Matthew Hurley, Quinnia
- Jessica O'Brien, The University of Tampa

Thank you to our Experiential Learning Hub sponsor!



Developing Essential Skills Through Campus Involvement: Perspectives From Alumni

Track: Experiential Learning Hub

Audience: Career Services + Employers

Audience Level: Intermediate

This session will examine how a sample of young alumni who had been involved in various campus leadership roles as college students described those experiences regarding their career readiness. It will include discussion of the essential skills they identified developing and how they transitioned those skills into their professional roles.

Presenter:

- Bradley C. Kovalcik, Penn State University, Greater Allegheny

Thank you to our Experiential Learning Hub sponsor!



Launching an Experiential Learning Task Force: Building Cross-Campus Momentum

Track: Experiential Learning Hub

Audience: Career Services

Audience Level: Intermediate

Learn how to launch an Experiential Learning Task Force that aligns academic and co-curricular initiatives, builds cross-campus collaboration, and embeds experiential learning into your institution's culture and strategic vision.

Presenter:

- Chris Westgate, Endicott College

Thank you to our Experiential Learning Hub sponsor!



Student-Led Research in Career Services: Internship Impact on Student Success

Track: Experiential Learning Hub
Audience: Career Services
Audience Level: Intermediate

Learn how Kean University used student-led research to track internship outcomes and improve retention, with practical insights on implementation, challenges, and strategic impact.

Presenters:

- Paul Casey, Kean University
- Isabel DeSanno-Ohr, Kean University

Thank you to our Experiential Learning Hub sponsor!



The Intern Flight Plan: Best Practices for Success

Track: Experiential Learning Hub
Audience: Employers
Audience Level: Intermediate

Join GE Aerospace Early Career experts for an interactive session exploring best practices for internships. Learn the innovative ways we engage with our students through onboarding, orientation, programming, and offboarding.

Presenters:

- Maeve Madsen, GE Aerospace
- Suzanne Wolff, GE Aerospace

Thank you to our Experiential Learning Hub sponsor!



NACE26 Virtual

A Data-Driven Approach to Expanding STEM Access for Underrepresented Groups

Track: Opportunity and Access
Audience: Career Services + Employers
Audience Level: Intermediate

Discover how ASME's Community College Engineering Pathways (CCEP) initiative is advancing equity in STEM and addressing the skilled technical workforce gap. Learn scalable strategies, evaluation insights, and practical tools to support diverse students in engineering and advanced manufacturing careers.

Presenters:

- Kathleen Kosmoski, American Society of Mechanical Engineers (ASME)
- Sam Meleika, Community College of Aurora
- Daniel Pino, American Society of Mechanical Engineers (ASME)
- Steven Roberts, American Society of Mechanical Engineers (ASME)

A Director's Guide to Onboarding New Career Services Professionals

Track: Executive Leadership

Audience: Career Services

Audience Level: Advanced

This session presents a five-area onboarding framework for new professionals in student affairs, with a focus on career services at community colleges and universities. Deans, directors, and associate directors will gain tools to design effective, inclusive onboarding plans that can be tailored for the first 30, 60, and 90 days, and the academic year.

Presenter:

- Osvaldo Del Valle, Porterville College

A Faculty-Career Center Partnership for Experiential Learning Reflection

Track: Experiential Learning

Audience: Career Services

Audience Level: Intermediate

This interactive, practical session will explore how a reflection seminar can bridge experiential learning, career readiness, and life design; equipping students to connect experiences, values, and goals with purpose through evidence-based reflection practices. You will leave this session with a road map for collaboration and course design.

Presenters:

- Brittany Cord, Luther College
- Sarah Crose, Luther College

Achieving Success Without Burning Out

Track: Personal and Professional Development

Audience: Career Services + Employers

Audience Level: Advanced

As the demands on career professionals continue to intensify, burnout has become a common reality. Learn to avoid burnout while balancing institutional vision with operational demands and holding responsibility for culture and climate.

Presenter:

- Ginnifer Cié Gee, The University of Texas San Antonio

AI-Enabled Career Pathways That Align Learners, Institutions & Employers

Track: Preparing a Career-Ready Workforce

Audience: Career Services + Employers

Audience Level: Advanced

Learn how an AI-enabled framework uses data and collaboration to identify gaps and align learning objectives and employment outcomes. Through case studies and discussion, this session reveals strategies to strengthen institutional partnerships and drive equitable, measurable employment outcomes.

Presenters

- Marie A. Davis, National Youth Employment Coalition
- Lucinda Maine, American Association of Colleges of Pharmacy
- Joyce Malyn-Smith, Education Development Center
- David Saedi, CareerFirst

Between the Lines: Navigating First Destination Data Dilemmas

Track: Career Services Strategies

Audience: Career Services

Audience Level: Intermediate

What tough calls hide behind your first destination survey numbers? Explore four real-world dilemmas and learn how to balance accuracy, transparency, and institutional goals—navigating the tension between authentically reporting student success and the pressure to deliver market-ready results.

Presenters:

- Azra Causevic, Western Governors University
- Kimberly Yousey-Elsener, Binghamton University

Beyond Chat: Using a GPT Assistant to Scale Curricular Integration

Track: Career Services Strategies

Audience: Career Services

Audience Level: Intermediate

Go beyond ChatGPT! Experience UM's customized Career Readiness Curriculum Integration Assistant (GPT) in action; explore AI-driven tools for syllabi, activities, and reflection; and leave with practical strategies to design your own Assistant to embed NACE competencies and scale impact campuswide.

Presenters:

- Melissa P. Dadmun, University of Montana, Experiential Learning and Career Success
- Andrea Vernon, Experiential Learning & Career Success

Bridging the QEP and NACE Competencies: Empowering Student Success

Track: Experiential Learning

Audience: Employers

Audience Level: Emerging

Learn how TAMIU's QEP-LEARN integrates NACE Competencies into experiential learning through clinicals, service-learning courses, and the Community Work-Study Program—using reflection, assessment, and data to enhance student growth and career readiness.

Presenters:

- Priscilla A. Cadena, Texas A&M International University
- Cihlalli G. Perez, Texas A&M International University

Building a Career-Minded Campus Culture Through Career Days

Track: Preparing a Career-Ready Workforce

Audience: Career Services

Audience Level: Intermediate

Discover how Colorado School of Mines fosters a career-minded campus through year-round student engagement, faculty and stakeholder collaboration, and signature Career Days, creating impactful experiences that prepare students for meaningful career outcomes.

Presenters:

- Adriana Alba, Colorado School of Mines
- Rebecca Martinez, Colorado School of Mines

Building a Comprehensive, Culturally Responsive Mentorship Mosaic

Track: Opportunity and Access

Audience: Career Services

Audience Level: Intermediate

Discover how to build an inclusive, scalable mentorship ecosystem using UMSI's "Mentorship Mosaic" model as a case study. Whether you are starting from scratch or have some existing mentorship offerings, learn practical strategies to integrate cultural responsiveness, flexibility, and sustainability into your own mentorship programs.

Presenters:

- Nick Jones, University of Michigan School of Information
- Joanna Kroll, University of Michigan School of Information
- Laura L. Marsh, University of Michigan School of Information

Building Career Readiness Through Alumni Mentoring

Track: Preparing a Career-Ready Workforce

Audience: Career Services

Audience Level: Intermediate

This session shares a proven alumni mentoring model that builds career readiness, confidence, and belonging among undergraduates. Participants will learn practical strategies to implement or adapt mentoring as a high-impact practice linking college to career success.

Presenter:

- Regina F. Roebuck, University of Louisville College of Arts & Sciences

Building Cross-Campus Coalitions to Advance the Career Readiness Mindset

Track: Executive Leadership

Audience: Career Services

Audience Level: Advanced

This informative and interactive session will provide a framework for participants to identify the adaptive challenges of creating a career-readiness mindset among stakeholders in the academic setting. The session will explore the concept of technical and adaptive challenges and use an interest-influence framework to evaluate key stakeholders.

Presenter:

- Kimberly C. Young, University of Mary Washington

Career Readiness and Academics: Faculty-Mentored Career Competency Development

Track: Experiential Learning
Audience: Career Services
Audience Level: Intermediate

Learn how William & Mary's one-credit summer internship course, part of its Applied Learning for All initiative, used NACE Competencies and faculty mentoring to enhance student career readiness and experiential learning across disciplines.

Presenters:

- Philip Heavilin, William & Mary
- Kathleen I. Powell, William & Mary

Career Readiness at Work: Embedding Career Readiness Into Student Employment

Track: Preparing a Career-Ready Workforce
Audience: Career Services + Employers
Audience Level: Intermediate

Arizona State University and Pennsylvania State University share innovative models for embedding NACE Career Competencies into student employment. Learn how supervisor training, reflection tools, and digital credentials turn student jobs into transformative career readiness experiences.

Presenters:

- Susan Chappell, Pennsylvania State University
- Amanda Kennedy, Arizona State University
- Scott Travis, Arizona State University

Championing Student Access Through Universal Design

Track: Opportunity and Access
Audience: Career Services
Audience Level: Intermediate

Explore how Universal Design for Learning (UDL) can make career advising more inclusive. Learn practical strategies to engage diverse students, present information accessibly, and support career readiness through multimodal, student-centered advising techniques.

Presenter:

- Sare Voegler, Syracuse University

Confident Voices: Strengthening Communication & Career Readiness for Future Leaders

Track: Opportunity and Access
Audience: Career Services
Audience Level: Intermediate

Discover how a virtual business communication intensive helps English language learners and introverted students build confidence, professionalism, and teamwork. Learn inclusive strategies that empower all students to communicate authentically and engage in career conversations.

Presenter:

- Jessica L. Medeiros, Northeastern University, D'Amore-McKim School of Business

Crafting the Optimal Career Center: Exploring Centralized and School-Based Models

Track: Executive Leadership

Audience: Career Services

Audience Level: Advanced

This session will explore national trends in career center models, comparing centralized and school-based approaches. Case studies from the University of Hawaii at Manoa and Washington University in St. Louis will highlight their models. Participants will learn about institutional contexts, pros and cons of each model, and lessons learned.

Presenters:

- Brent Fujinaka, University of Hawaii at Manoa, Shidler College of Business
- Norma Guerra Gaier, Washington University in St. Louis - Center for Career Engagement
- Casey Jenkerson, Washington University in St. Louis
- Daniel Pape, Washington University in St. Louis - Center for Career Engagement

Creating a Foundational Team to Advance Career Readiness at UConn

Track: Executive Leadership

Audience: Career Services

Audience Level: Advanced

Learn how UConn established a foundational team within career development, strategically reimagining staff roles to design, automate, and scale a university-wide Career Everywhere model that advances student success and institutional priorities.

Presenters:

- Nancy Bilmes, University of Connecticut (UConn) Center for Career Readiness and Life Skills
- Jim Lowe, UConn Center for Career Readiness and Life Skills
- Amelinda V. Rossitto, UConn Center for Career Readiness and Life Skills

Creating Accessible Career Experiences for ALL Students

Track: Opportunity and Access

Audience: Career Services

Audience Level: Emerging

This session will explore how career services and accessibility offices can collaborate and support the increasing number of students with disabilities attending higher education to maximize attendance and engagement for both industry partners and students.

Presenters:

- Tara Frazier, University of North Florida
- Brooke Hammon, University of North Florida

Data Analytics Without a Data Team

Track: Career Services Strategies

Audience: Career Services

Audience Level: Intermediate

Learn to describe the questions you want to answer and then to find, collect, analyze, and present data with simple tools—even without a budget or analytics team. This hands-on session equips you with practical skills for making data-informed decisions right away.

Presenter:

- Stephanie Kendall-Deitz, University of Indianapolis

Deepening Connections & Identity: A Collaborative Approach to Conference Engagement

Track: Opportunity and Access

Audience: Career Services

Audience Level: Intermediate

NYU Tandon's Professional Conference Program empowers STEM students to attend and make meaning from professional conferences by providing funding, training, and guided reflection. This program builds students' confidence, professional skills, and community while promoting equity and belonging in STEM.

Presenters:

- Brittney Anne Bahlman, New York University (NYU) Tandon School of Engineering
- Alesha Gooden, NYU Tandon School of Engineering
- Kimberly Parkman, NYU Tandon School of Engineering
- Jolie Woodson, NYU Tandon School of Engineering

Designing the Complete Journey: From Pre-Boarding to Off-Boarding

Track: Early Career Talent Strategies

Audience: Employers

Audience Level: Intermediate

Most employers invest heavily in onboarding, but forget the weeks before and after day one. This session exposes where engagement breaks down across the early career journey and shows how to design a complete experience from pre-boarding to off-boarding that drives retention.

Presenters:

- Morgan Repovz, Yello
- Ahva Sadeghi, Symba

Doubling Impact: Student- and Employer-Facing Teams Collaborate on Mock Interviews

Track: Experiential Learning

Audience: Career Services

Audience Level: Intermediate

This session shares a scalable virtual mock interview model that connects students and employers while offering a sandbox environment to build skills. Learn best practices for faculty and employer engagement, plus tools and strategies to adapt the program at your own institution.

Presenters:

- Sarah Dobe-Hund, University of Delaware Career Center
- Sarah Palmer, University of Delaware Career Center

Empowering Future Leaders: DHL's Non-Rotational Development Program

Track: Early Career Talent Strategies

Audience: Employers

Audience Level: Intermediate

DHL's College Recruit Development Program, launched in 2019, provides a non-rotational experience with essential skills and personalized coaching. Aiming for 90% retention in the first year and 80% in the second, it fosters connections through networking events and webinars, enhancing internal talent development and nurturing future leaders.

Presenters:

- Caitlin Ballow, DHL Supply Chain
- Cait Flickinger, DHL Supply Chain

Empowering Students for the AI Workforce: What Employers Really Want

Track: Preparing a Career-Ready Workforce

Audience: Career Services

Audience Level: Emerging

Join us to discuss bridging the gap between academia and industry in the AI era. Learn about essential skills, and practical steps to empower students for success in AI-enabled roles.

Presenters:

- Deanna Laird, Kyndryl
- Sammy Munsch, Kyndryl

Indexing Employers and Internships

Track: Opportunity and Access

Audience: Career Services

Audience Level: Intermediate

Learn how Worcester State centralized employer and internship data in Salesforce. Explore survey design, student reporting, and cross-department collaboration. Engage in a hands-on activity to map your own workflow and leave with strategies for scalable, data-driven experiential learning tracking.

Presenter:

- Zerayah D. Obeng, Worcester State University

Lessons in AI Integration: Successes, Challenges, and Replicable Strategies

Track: Career Services Strategies

Audience: Career Services

Audience Level: Emerging

Explore how UConn's Center for Career Readiness and Life Skills transformed a single blog post into a comprehensive AI integration strategy. Learn how career centers can integrate AI into student programs, staff training, and employer and alumni engagement through replicable, high-impact practices.

Presenter:

- Mary Catherine Decoteau, Center for Career Readiness and Life Skills, University of Connecticut

Making the Ask: How to Advocate for Resources

Track: Personal and Professional Development

Audience: Career Services + Employers

Audience Level: Intermediate

Turn “we need more resources” into a strategic, data-driven case that leadership can’t ignore. Build confidence, clarity, and influence to get the support you need.

Presenter:

- Rebekah Paré, Paré Consulting, LLC

No Suits, No Booths, No Problem: Gen Z Approved Events

Track: Executive Leadership

Audience: Career Services + Employers

Audience Level: Advanced

Is the career fair dead? In an era lacking authentic connection, Dominion Energy and Virginia Tech recently teamed up to co-create a low-stakes, high-impact campus engagement strategy. Explore this case study of a new model bridging academia and industry with creative, data-informed approaches.

Presenters:

- Holly C. Maglin, Dominion Energy
- Alyssa Rametta, Virginia Tech Department of Mechanical Engineering

Precision Recruiting Through Partnerships: How Employers and Schools Win Together

Track: Early Career Talent Strategies

Audience: Career Services + Employers

Audience Level: Advanced

In this interactive, multi-media session, Veris Insights will share data, case studies, and leader voices to uncover what makes robust employer-university partnerships work. Attendees will learn strategies to build high-impact relationships that power precision recruiting and student success.

Presenters:

- Hannah Bower, Veris Insights
- Kelsey Darnell, Veris Insights

Scalable Strategies for Equity in Experiential Learning

Track: Experiential Learning

Audience: Career Services

Audience Level: Intermediate

Learn how an HBCU created sustainable, equity-centered experiential learning programs that connect students with top employers and embed career readiness across academics.

Presenters:

- Kathy Graham, Jarvis Christian University
- Michael Oelbaum, Jobs Connected
- Chestley Talley, Jarvis Christian University

Senior Series to Success Stories: Targeted Programming Driving FDS Outcomes

Track: Career Services Strategies

Audience: Career Services

Audience Level: Intermediate

The Senior Series engages seniors with workshops, coaching, and flexible programming to boost career readiness, build confidence, and improve outcomes. Learn how this data-driven, student-centered model increased engagement, 96% FDS knowledge rate, and faculty involvement in post-graduation planning.

Presenter:

- Emily Lupi, Harrisburg University of Science and Technology

Skill Spark: Igniting Competency-Based Development for Student Assistants

Track: Experiential Learning

Audience: Career Services

Audience Level: Intermediate

Learn how University of Florida's Student Engagement team is transforming student employment using experiential learning and NACE Competencies. Explore tools and strategies to create intentional, skill-focused, and reflective experiences, and gain scalable approaches to career readiness and student skill development through this engaging session.

Presenter:

- Jackie Phillips, University of Florida

Stop the Revolving Door: Leadership Practices That Drive Satisfaction

Track: Personal and Professional Development

Audience: Career Services

Audience Level: Emerging

Great leaders don't just manage—they inspire. Discover how small leadership adjustments can enhance satisfaction, decrease turnover, and positively impact workplace culture.

Presenter:

- Chris Prock, Amarillo College

Stronger Together: How Upstate NY Career Leaders Foster Collaboration

Track: Executive Leadership

Audience: Career Services

Audience Level: Intermediate

Discover how to form a regional coalition of career leaders from different universities. During uncertain times for higher education, bringing career leaders together creates opportunities to benchmark, problem solve, and expand support networks. Members of the Upstate NY Career Collaborative share how they promote collaboration.

Presenters:

- Adam Capozzi, Syracuse University
- Erica Kyrst, Cornell University
- Jodyi Wren, University of Rochester

Student-Led, Career-Driven: Building Talent Pipelines Through Campus Leadership

Track: Opportunity and Access

Audience: Career Services + Employers

Audience Level: Intermediate

Explore how professional student organizations can enhance employer engagement and career services. Learn strategies to build inclusive talent pipelines, support student leadership, and drive career readiness through campus partnerships.

Presenter:

- Cheree C. Copeland, Kennesaw State University

Sustaining Our Teams: A Morale and Retention Roundtable

Track: Executive Leadership

Audience: Career Services

Audience Level: Advanced

Burnout and turnover challenge career services teams. Join this interactive roundtable to share strategies for boosting morale and retention. Explore ideas on workload, recognition, and belonging, and leave with practical tools to strengthen team culture and resilience.

Presenter:

- Tricia Zelaya-Leon, The Ohio State University

The Career Fair Isn't Dead, It Just Needed Strategy

Track: Career Services Strategies

Audience: Career Services

Audience Level: Intermediate

Learn how Pamplin Career Services keeps employers returning year after year through a clear student strategy, flexible event design, and communication that drives results, even in a shifting job market.

Presenter:

- Jennifer Tortora, Virginia Tech, Pamplin College of Business

The Experiential Learning Imperative: Co-creating With Alumni

Track: Experiential Learning

Audience: Career Services + Employers

Audience Level: Intermediate

The skills gap is widening. At Lehman College's School of Business, we're closing it through experiential learning that blends classroom theory with real-world practice. This session showcases our model, featuring alumni co-taught courses in financial research and startup acceleration.

Presenters:

- Andrew Gold, City University of New York - Lehman College
- Alexander Nuñez-Torres, City University of New York - Lehman College

Truly Transformative Career Development: One Size Does Not Fit All

Track: Career Services Strategies

Audience: Career Services

Audience Level: Intermediate

Enhanced career services for underserved priority populations is key in this economy and regulatory environment. Today, 41% of undergraduates on U.S. campuses are BIPOC, 54% self-identify as first generation, and 20% have registered with disabilities. Successful preparation for job and pay equity requires new, focused career programs.

Presenters:

- David Parker, The Gregory S. Fehribach Center at Eskenazi Health
- Maureen H. Powers, Florida Memorial University (retired)
- Yolanda Treviño, Indiana University

What Students Really Think About Career Services and Recruiting

Track: Early Career Talent Strategies

Audience: Career Services + Employers

Audience Level: Intermediate

Flip the script on recruiting! Join The Cigna Group's early career team for a live student panel revealing what Gen Z truly wants from employers and career services. By centering the student voice, this session empowers attendees to design more inclusive, responsive and impactful programs that help early talent truly thrive.

Presenters:

- Darien Parmenter, The Cigna Group
- LeighAnn K. Standridge, The Cigna Group

wirEd for Success - Building a Unified Tech-School/University Strategy

Track: Early Career Talent Strategies

Audience: Employers

Audience Level: Intermediate

Discover how Schneider Electric built a unified early career strategy across tech schools and universities—leveraging digital tools, strategic partnerships, and scalable programs to attract energy tech talent and drive innovation.

Presenters:

- Erica Moore, Schneider Electric
- Jenna Roland, Schneider Electric

Work-Based Learning: Moving the Needle at CNM, Albuquerque, New Mexico

Track: Experiential Learning

Audience: Career Services

Audience Level: Intermediate

Mary Hubbell-Ansera, Senior Director of Work-Based Learning, and Brenden Kennedy, Interim Associate Director of Internships, will share CNM's journey from fragmented efforts to a coordinated, equity-driven WBL ecosystem that provides support to learners, faculty, staff, and employers.

Presenters:

- Mary Hubbell-Ansera, Central New Mexico Community College
- Brenden Kennedy, Central New Mexico Community College

Continuing Education Credits

NACE26 makes it easy to combine meaningful learning with credentialing.

- ✓ CE credits included
- ✓ Relevant, career-focused education
- ✓ Easy justification for professional development budgets



NBCC Approved Continuing Education Provider™ ACEP No. 5161



The National Association of Colleges and Employers is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP® recertification activities.

* Subject to change. Revised February 4, 2026.