

**FIU**

**Business**

FLORIDA INTERNATIONAL UNIVERSITY

Career Management Services Office

2011 Annual Report

December 2011

Dear partners, friends and future friends of the College of Business Administration,

On behalf of the College of Business Administration Career Management Services (CMS) Office at Florida International University (FIU), we are pleased to offer you a report that highlight programs, services, and partnerships contribution to employment outcomes for CBA students and alumni for the 2010-2011 academic year.

Since the office was established in October 2003 we have continued to work on positioning our students and alumni on a local, national, and international level. Due to the demographics of our graduate and undergraduate student body in the College we are continuing to see more and more organizations develop a relationship with us for the talent we can provide with our diverse and Hispanic student population.

Moving forward, we will continue to focus on developing and strengthening relationships with organizations interested in hiring our talent for internships and/or permanent opportunities.

We will also keep our focus on student preparation for an ongoing competitive job seeking process. Early indicators are both of these strategies will meet for success in 2011/2012 and beyond.

We look forward to partnering with you to make the 2011/2012 recruiting season your success and to advance a longer term goal of enhancing the visibility and effectiveness of your organization.

Kind regards,



Barry Shiflett  
Director

# Our Mission Statement:

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The mission of Career Management Services (CMS) is to partner with, and provide extensive services to College of Business Administration students so they become an active participant in their own continuing development, evaluation, and implementation of their personal career plans. By assisting them in managing their own expectations, we help them become their own success story.

We offer students high quality, accessible, extensive and well-coordinated services and information designed for career success. In addition CMS provides students with self assessment tools, individual student advising, resume referral, and on-campus interviews for internships and permanent employment opportunities.

Our office also assists in the process through employer development by partnering with employers to fulfill their employment needs, whether for an internship or a permanent hire.

The CMS office also partners with FIU's Centralized Career Services office. The Centralized office is a separate career management office offering job postings, on-campus interviews, career fairs and/or other career development related activities to students other than business majors. A full listing of their services can be viewed at <http://career.fiu.edu>.

## Student Programming Highlights:

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*Providing "Worlds Ahead" service to our undergraduate, graduate and alumni.*

Over the course of the year we offer multiple program offerings, some unique to the College of Business and in conjunction with the centralized career office of the University. We'd like to share some exciting highlights that CMS offered this year:

### **Etiquette Lunch & Dinner**

CMS annually offers etiquette lunch and dinner workshops every fall and spring semester. These events allowed employer sponsors the opportunity to network with FIU's up-and-coming talent while mastering the skills of business etiquette via instruction from etiquette experts leading them through a five course meal.

In fiscal 2011 we hosted two dinners and one lunch with over 250 students participating.

**Companies that participated in the lunch and dinner program: Macy's Cherry Bekaert & Holland, Crowe Howarth, Prudential, Old Navy.**

### **Passport to Success**

Upon passing the School of Accounting Entrance Exam at the undergraduate level students are permitted to register for the first official course for Accounting majors, Intermediate Accounting I (ACG 4101). The Passport to Success Program has been implemented into this course to introduce CMS into the accounting curriculum early on in their academic career, as many employers seeking accounting students begin recruiting these students as early as their sophomore year.

The program consists of six assignments that must be completed in order to hold a seat for them in Intermediate Accounting II (ACG 4111). In addition to registering, uploading a resume and utilizing the various tools in our office, students also complete the following:

- Writing out the answers to 5 commonly asked interview questions for critique and review purposes
- A predetermined 10 question video-taped mock interview utilizing InterviewStream software program and receive a critique by CMS
- Write a 450-600 word essay that answers, "Why I chose to major in accounting and what career path I plan to follow."
- Attend a meeting OR event of either Beta Alpha Psi or ALPFA at FIU to learn how becoming involved on campus can help you attain your career goals.

In summer 2010 29 of 41 students passed the course and completed the program; in fall 2010 97 of 106 students passed the course and completed the program; and in spring 2011 64 of 83 students passed the course and completed the program. In total 230 students passed the course and of that, 190 completed the Passport Program for an overall completion rate of **82%**.

### **Resume and Interview Skill Enhancement (RISE) Program**

RISE is an experiential interviewing and resume critique program for undergraduate students/alumni, with interviews and critiques being conducted by employers on campus in CMS interview rooms. It was developed and implemented during the 09-10 academic year to address employer feedback on the behavioral interviewing skills and resume quality of students/alumni in the FIU College of Business.

Our RISE events took place on 9/29/10 and 11/3/10 in the fall semester and 3/9/11 in the spring semester. 112 students participated in fall 2010 with 84 mock interviews conducted, 28 resume critiques, and 19 employer partners participating. In the spring, 12 students participated in 8 mock interviews and 4 resume critiques, with 4 employer sponsors participating.

In conjunction with RISE, FIU's ALPFA chapter Mock Interview Program had 37 students participate in the fall (9/18/10) and 25 students participate in the spring (2/12/11).

The total number of students participating was **186** in the 10-11 academic year.

**The following companies participated, with several more sending representatives who participated in the program: State Farm, Chase, Assurant, City Furniture, Titan America, Burger King, Prudential, Terremark, Walgreens, Royal Caribbean, JCPenney, Target, Bank of America, Northwestern Mutual, Baptist Health, and ADP.**

### **Ahead of the Game**

CMS collaborated with the School of Accounting, ALPFA at FIU, and Beta Alpha Psi to combine the former signature events of both student organizations, Business Industry Night and Firms Night.

The biannual event now named, **Ahead of the Game – Accounting and Business Expo**, was successfully introduced in the fall of 2010 and repeated in spring 2011. This event was designed to be an exclusive expo catering to Accounting, Finance, Management Information Systems (MIS), and related business fields.

The event had a career fair style format with a twist. Students had to meet the following criteria to participate: have an overall GPA of a 3.0; be an Accounting, Finance, or MIS Major; have Junior, Senior, Certificate, Master's, or recent alumni standing; and be registered with Business Career Management Services with an approved resume.

For the inaugural event in fall of 2010, 248 students and recent alumni along with 34 companies participated and in the spring of 2011 165 students and recent alumni and 22 companies participated. We have continued to work together to form committees and meet regularly to continue the success of this event for the 2011-12 school year.

### **Orlando "Just in time" Graduate Career Fair**

Since 2005, CMS has hosted a Graduate "Just in Time Hiring" event in conjunction with the National Society of Hispanic MBAs (NSHMBA) within the business school.

The fair took place on February 18, 2011 on the University of Central Florida campus. This year's event marked the second time CMS partnered with UCF and the University of Florida.

Participation by FIU CBA Graduates was up 20% from last year. Overall a total of 212 students participated in the event with FIU CBA Graduate students making up over a quarter of the attendees.

Students were able to load a resume into the event resume book, which was sent to employers one week prior to the event. The fair was open to all current FIU, UCF, and UF MBA/MS students and alumni plus the members of the Orlando, Tampa and South Florida NSHMBA chapters.

**Companies that participated included: Allstate, American Airlines, Avality, Burger King Corporation, Butensky & Cohen Financial Security, Charles Schwab, CIA, Darden, Disney, Florida Virtual School, FritoLay, Gartner, GEICO, Kraft, Masco, NextEra Energy(FPL), Plasma Therm, Procter & Gamble, Prudential, Regions, Royal Caribbean, Ryder, Target, Tech Data, Wal-Mart, Web.com, and Wyndham Vacation.**

### **Panama Career Fair**

On June 16, 2011 CMS in partnership with INCAE, participated and managed a second career fair in Panama City, Panama.

We continued to build upon last year's successes increasing participation on the company and student side. A total of 23 companies participated in the event. This was a 35% increase in company participation from last year's event.

On the student programming side, this year's event not only included more active company participation but also a networking lunch. Students and employers were randomly assigned seats during lunch and had an opportunity to network outside of the traditional career fair format.

**International companies that participated included: BAC Panama, Caterpillar, Cerveceria Baru, Citi, Deloitte, Dollar Rent-a-Car, Empleo-Gold Mills y Calox, Ernst & Young, Executive Adviser, Industrias de Sgueros, KPMG, LatinTop Jobs, MRI Panama, Nestle, Procter & Gamble, RH Vital, Sanofi Aventis, Super Xtra, Tecoloco.com, Top Management, Towebanck, and Wipro.**

## **National Society of Hispanic MBA's Career Fair –Chicago, IL**

On October 21 – 23, 2010, CMS participated in the annual National Society of Hispanic MBA's (NSHMBA) career fair that took place in Chicago, IL. The event was an overwhelming success for the 40 graduate students from the College of Business who were among the more than 7000 attendees. The event included a career expo at which nearly 300 corporate, academic, non-profit and government sponsors had booths, and a scholarship luncheon.

**Our students secured more interviews than in past years and they interviewed or attended receptions at Abbott, Bank of America, Cintas, Dell, Deloitte, Diageo, Disney, Ford, Humana, IBM, Johnson Controls, Microsoft, Medtronic, OSI Restaurants Republic Services, Sarah Lee, United Health and United Technologies.**

CMS has been a member on the NSHMBA Corporate Advisory Board for the past seven years and we have seen a consistent increase in the number of students attending and securing interviews, internships and job offers year over year.

In October 2012, Florida International University and the College of Business will be the lead academic partner for the conference taking place in Orlando, Florida.

## **State Farm Day**

On Tuesday February 1, 2011, State Farm Insurance Company participated in an event aptly titled "State Farm Day" in an effort to promote career opportunities and the company.

In an effort to promote this to the FIU students, State Farm provided free food to the students in the Green Library Breezeway and in courtyard of the College of Business and also held an information session with **3 senior level employees as keynote speakers: Laura Haas, assistant vice president, human resources; Cheryl Herrin, State Farm operations vice president; and Eddie Toro, enterprise recruiting manager.**

State Farm also provided representatives from the following specific areas: Agency, Claims, Creative Services, Enterprise Internet Solutions, Financial Operations & Compliance, State Farm Bank and Systems. These representatives met with the students, provided them with more information about their day to day roles in the organization. Finally, State Farm attended the University Career Fair on February 3, 2011 to complete their on campus recruitment activities.

CMS used this opportunity to create some innovative marketing efforts for the event, capitalizing on multiple outlets such as targeted email, LinkedIn groups, Facebook, and other social media platforms before the event and collected data on the students who attended the evening sessions.

**Over 85 individuals, 56 of them business students, attended an information session about career opportunities at State Farm, including 51 undergraduates, 12 graduate students and 21 alumni.**

## **Professional Development Seminars (PDS)**

At the beginning of the semester, all new students enrolled in our masters degree programs (MBA/MS) are required to attend a **six hour**, Professional Development Seminar (PDS) facilitated by the Director of CMS, Barry Shiflett. The PDS workshop is a fully interactive session covering the services that the CMS office offers to the students.

In addition to the introductory information, the PDS also covers a five stage career development process. In the first stage, participants conduct a self assessment. In stages two and three, an evaluation and investigation of career opportunities takes place with a particular focus on goal setting.

In stage four, participants learn the nuances and importance of self marketing and tips for their job search that includes resume reviews, networking, working a career fair, elevator speech, making plans for a job search and how to ace your interview. Stage five serves to reinforce the collective lessons of the seminar and focuses on continuous skill building, and change management.

# Program Highlights:

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*Significant increases in student and alumni activity consistently met with high satisfaction scores*

Fiscal 2011 was a good year for CMS, bringing with it several successes and opportunities to consolidate data and reporting standards. Starting in July 2010 the main database Symplicity was finally segregated into two separate career databases. For years, the main University career center and CMS had a cross pollinated, shared database, in 2010 that changed significantly with the segregation of data between the two offices.

While the overall job postings decreased, the office experienced significant gains in students and alumni registering with the office and logging in to utilize the Symplicity database

	<b>Fiscal 2010</b>	<b>Fiscal 2011</b>	<b>Increase/ Decrease*</b>
# of FT/PT Jobs/Internships posted for MBA/MS	884	313	(65)%
# of FT/PT Jobs/Internships posted for BBA	2085	1906	(9)%
Total MBA/MS/BBA jobs, internships posted	2574	1953	(24)%
Total CBA Students/Alumni registered	6366	10657	68%
Total NEW CBA Students/Alumni registered	1056	1628	54%
Total CBA Students/Alumni registered who are active students who logged on	3167	3834	21%
Total MBA/MS students alumni registered in Symplicity	1654	2658	61%
Total BBA (Juniors, Seniors & ADBA) registered in Symplicity	4511	6629	47%

\*Several items had experienced significant changes because of this consolidation. The most drastic examples are the changes in jobs posted and new undergraduates registering with the office. These changes can be directly attributed to the changes in the Symplicity system.

Overall student participation again showed positive increases from the last fiscal year. This trend was again led by alumni who had a notable percentage increase of 55%. Also of note were increases in the amounts of MBA and MS students registering. This year the gain was 61% over last year's number of 38%. This can be attributed to several factors, but the one key component is the required attendance of all MBA/MS students in the professional development seminars.

Students also continued to take advantage of the various workshops offered by the department. Last year over **1179** students participated in 11 available workshops held on various dates throughout the year in the CMS office, and through classroom presentations. Again survey results from the workshops all showed a high level of satisfaction scores positively reflecting on the expertise and dedicated work of the presenters.

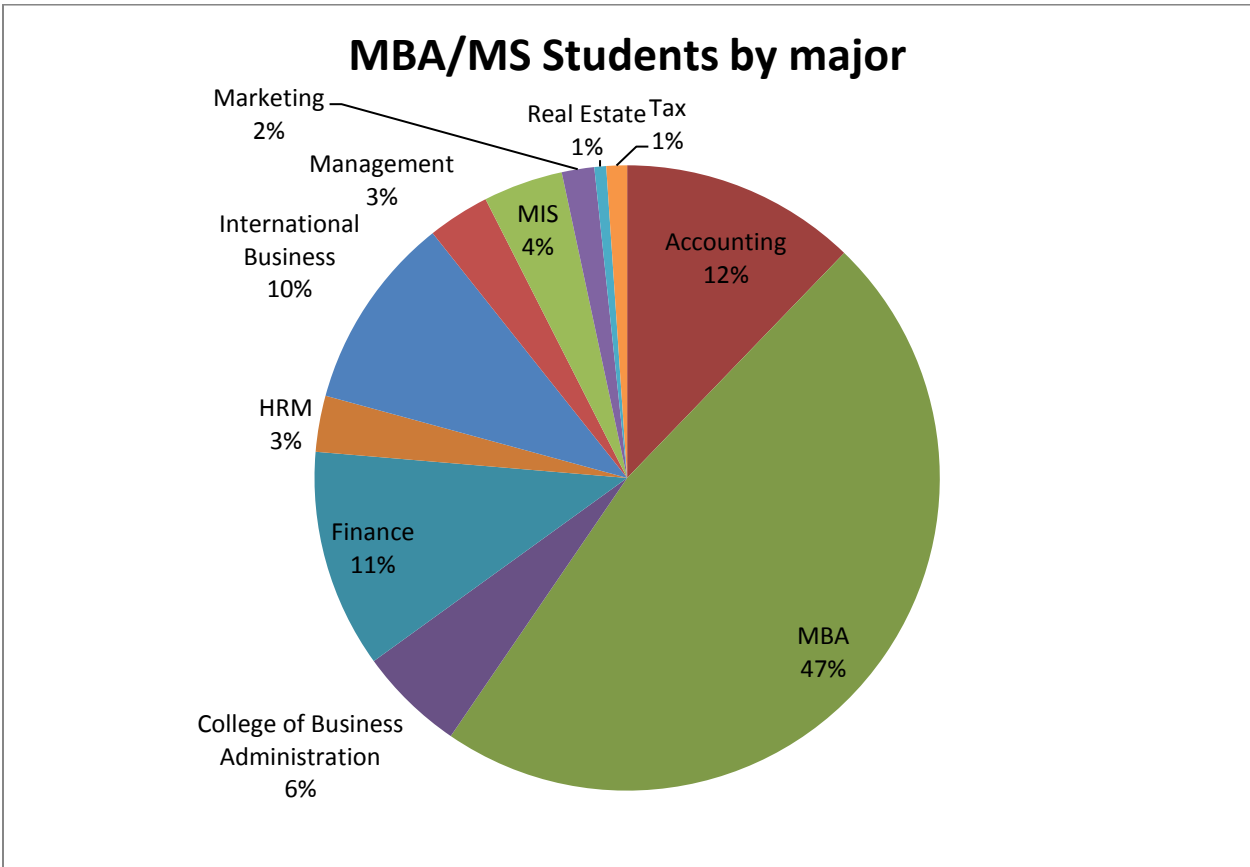
While challenges still remain in the economy, overall student and alumni activity has increased. Once again our team has risen to the challenges and demands and takes pride in their ability to offer excellent service and programs.



# Student Profiles:

**Graduate Students:**

In Fiscal 2011 there were 2652 MBA/MS students registered in Symplicity. An additional 573 new students registered with CMS for the 2011 fiscal year. This is a 60% increase from 2010. The following is a breakdown of specific majors/programs:



**Graduate Students: Major\***

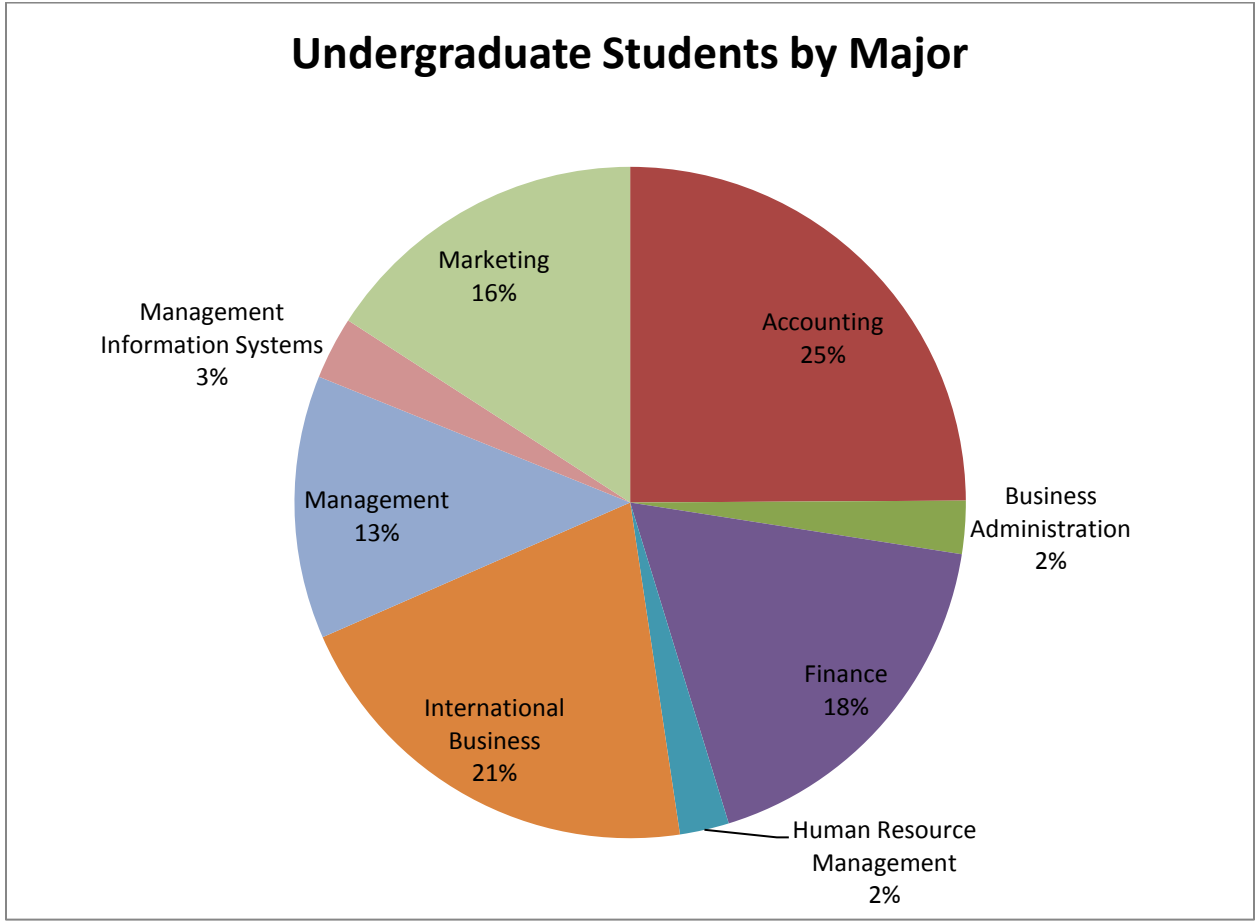
Accounting	80
MBA	310
College of Business Administration	36
Finance	74
HRM	19
International Business	66
Management	21
MIS	27
Marketing	11
Real Estate	4
Tax	7

\*Other majors outside of the CBA have been excluded

# Student Profiles:

***Undergraduate Students:***

In Fiscal 2011 there were 6629 undergraduate students registered in Symplicity. An additional 1096 new students registered with CMS for the 2011 fiscal year. The following is a breakdown of specific majors/programs:



***Undergraduate Students: Major\****

Accounting	273
Business Administration	28
Finance	195
Human Resource Management	26
International Business	228
Management	139
Management Information Systems	33
Marketing	174

\*Other majors outside of the CBA have been excluded

# Recruiting Activity:

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*On Campus Recruiting (OCR) results for 2009-2010 includes information about companies that recruited and/or through one or more of the following: University Career Fairs, Information Sessions, RISE, EARN, and other ancillary programs that CMS offers to students.*

	Fiscal 2010	Fiscal 2011	Variance
Total Companies	37	37	0
Total Schedules	106	117	10%
Total Resumes Submitted	3701	3219	(13)%*
Students Invited to Interview	794	1023	29%
Students Scheduled for Interviews	690	886	28%
Students Interviewed	655	850	30%

## *Undergraduates:*

	Fiscal 2010	Fiscal 2011	Variance
Total Undergraduates Interviewed	411	546	33%

## *Graduate:*

	Fiscal 2010	Fiscal 2011	Variance
Total Graduate Interviewed	245	304	24%

\*Decreases in Resumes submitted are attributed to the database separation between CMS and Centralized career services and the overall decreases in FT/PT Jobs/Internships posted for F'11.

# Employment Outcomes:

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*FULL TIME Undergraduate Career positions, average salary and percentage breakdown by Major:*

## *Salary Ranges by Major*

Major	Mean	Median	High	Low
Accounting	43,098	47,400	55,000	14,400
Finance	36,928	34,000	75,000	13,200
Real Estate	-	-	-	-
MIS	43,900	43,000	65,000	33,000
Management	38,639	38,000	65,000	17,000
International Business	38,296	35,000	80,000	21,120
Human Resource Mgt	31,333	33,000	34,000	27,000
Marketing	37,412	35,000	73,000	15,000

# Employment Outcomes Continued:

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## *Undergraduate Salary Ranges by year of professional experience*

<b>Years Experience</b>	<b>Mean</b>	<b>Median</b>	<b>High</b>	<b>Low</b>
One year or less	39,532	40,000	73,000	13,200
1-3 years	36,909	35,000	80,000	15,000
3-5 years	43,313	45,000	65,000	20,000
More than 5 years	47,025	45,900	75,000	35,000

## *BBA/BAcc Placement Report\**

	<b>AUG 2010</b>	<b>DEC 2010</b>	<b>MAY 2011</b>	<b>Total 10-11</b>
<b>Class Total</b>	490	739	754	1983
<b>% Completed survey</b>	46.7	50.33	45.1	47.5
<b>US Citizen/Perm Residents</b>	229	372	340	942
<b>Foreign Nationals</b>	15	17	14	45
<b>No Information</b>	167	221	203	591
<b>Seeking Employment</b>	175	303	263	742
<b>Not Seeking Employment</b>	236	307	91	846
<b>% Acceptance of Job Offer</b>	33.8	64.6	37.6	46.1
<b>Base Salary</b>				
Mean	40,179	36,320	39,461	38,366
Median	38,000	35,000	40,000	38,000
High	80,000	73,000	71,000	80,000
Low	13,200	11,000	14,400	11,000

\*CMS will be undertaking major changes in how this particular data is collected and reported for F'12. We will be looking at mandatory collection options and how to successfully implement a mandatory response from students who are poised to graduate.

# Employment Outcomes Continued:

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## *Graduated Ranges by program\*\**

### *MBA Programs:*

	<b>CMBA</b>	<b>DTMBA</b>	<b>EMBA</b>	<b>EveMBA</b>	<b>PMBA</b>	<b>IMBA</b>
Number of Graduates	55	80	36	68	49	92
Grad Seeking Employment	4	41	12	9	26	82
Grad not Seeking Employment	15	27	20	3	19	9
No Information	36	12	4	56	4	1
% Foreign National Seeking Employment	0	10%	25%	11%	0	41%
% Accepted position	25%	17%	33%	11%	4%	18%
Low Base Salary	105,000	38,000	60,000	44,000	70,000	30,000
Median	105,000	52,500	95,000	44,000	70,000	41,000
Mean	105,000	53,200	85,000	44,000	70,000	48,286
High Salary	105,000	70,000	100,000	44,000	70,000	75,000

### *Other Specialized Masters Programs:*

	<b>MIB</b>	<b>MSF</b>	<b>MSHRM</b>	<b>MSIRE</b>	<b>MSMIS</b>
Number of Graduates	102	76	40	2	59
Grad Seeking Employment	43	38	21	2	20
Grad not Seeking Employment	16	10	6	0	20
No Information	43	28	13	0	19
% Foreign National Seeking Employment	63%	42%	19%	50%	30%
% Accepted position	7%	3%	10%	0%	20%
Low Base Salary	43,000	60,000	40,000		50,000
Median	72,266	60,000	49,250		54,000
Mean	66,145	60,000	49,250		52,000
High Salary	83,169*	60,000	58,500		52,000

**\*reflects salary outside the US**

**Downtown MBA graduates every 18 months; students listed graduated outside of their cohorts.**

\*\*CMS will be undertaking major changes in how this particular data is collected and reported for F'12. We will be looking at mandatory collection options and how to successfully implement a mandatory response from students who are poised to graduate.

# Employment Outcomes Continued:

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## *IMBA Placement Stats:*

	Fiscal 2010	Fiscal 2011**	Variance† ††
Number of Graduates	92	92	0
Grad Seeking Employment	82	75	(9)%
Grad not Seeking Employment	9	11	18%
No Information	1	6	83%
% collected surveys	99%	93%	(6)%
% Foreign National Seeking Employment	41%	40%	(3)%
% Accepted position	18%	13%	(38)%
Low Base Salary	30,000	40,000	25%
Median	41,000	52,500	22%
Mean	48,286	52,200	7%
High Salary	75,000	68,000	(10)%
# on Internships	16	20	20%

\*\* Data is still in collection

† CMS will be undertaking major changes in how this particular data is collected and reported for F'2012.

††Decreases in data are attributed to external factors indicative of the local job market, student's legal employment status, and possible performance on interviews,

## *Student Internships:*

During the 2011 academic year over 100 graduate and undergraduate students participated in internships in the community. This represents almost a **70% increase** from the previous year.

State Farm	Enterprise Rent-A-Car	EPA
DHL	Enrema LLC	Hilton Worldwide
The Consulate of France	GTL Inc.	Miami Heat
International Shipping	Mercantil Commerce Bank	PriceWaterhouse Coopers
MTV Networks	Oxygen Development LLC	Votorantim Cimentos
Sony Music Entertainment	Suburbanmomma	Northwest Mutual
Walt Disney Resorts	Columbus Networks	Ernst & Young
Office Max	Caterpillar	Ryder
Advanced Data Solutions	Cleveland Clinic	Leo Pharma
Roca Tile	Get Abstract	Johnson & Johnson
Gibraltar Bank	New York Life	Brightstar Corporation
Audi Latin America	Newell Rubbermaid	Vector Marketing
Vista Sciences	Mount Sinai Medical Center	FedEx
Girl Scouts of America	Procter & Gamble	BDO
ADP	Target	KPMG
Grant Thornton	Crowe	Deloitte
McGladrey	Berkowitz Dick Pollack & Brant	HACU
Georgia Pacific	Watson Pharmaceuticals	Crodicorp Securities, Inc
Banco Santander	Boston Scientific	

# Employer Partnerships:

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Companies that participated in the Ahead of the Game Accounting & Business Expo:

CBIZ Goldstein Lewin U.S Dept of Agriculture Ernst & Young	Ocariz, Gitlin & Zomerfeld Cherry Bekaert & Holland TD Bank	Kane & Co McGladrey & Pullen Berkowitz Dick Pollack & Brant	Deloitte U.S Census Bureau Crowe Howarth
JP Morgan From Wall St. to Main St. PricewaterhouseCoopers Johnson & Johnson Morrison Brown Argiz & Farra	Chase Grant Thornton State Farm BDO Seidman Goldstein Schechter Koch	Alvarez & Marsal Marcum Rachlin Mallah Furman HACU Bank of America	KPMG Prudential Georgia Pacific Becker Education Walt Disney Corporation
Internal Revenue Service	Securities & Exchange Commission Grant Thornton	Watson Pharmaceuticals  Northwestern Mutual	Progressive  Sandia Laboratories
ADP Becker Professional Education	Federal Bureau of Investigation		

Companies that participated in On Campus Recruitment and various ancillary programs that CMS offered to the students:

Target Pricewaterhouse Coopers LLP Burger King Corporation Bdo Seidman State Farm Brightstar Corporation Goldstein Schechter Koch CBIZ Watson Pharmaceutical ALDI	McGladrey Bank of America Crowe Ernst & Young Ocean Bank Techtronic Industries GEMS Global Procter & Gamble Cherry Bekaert & Holland Morrison Brown Argiz & Farra	Terremark Grant Thornton Alliance Bernstein MarcumRachlin Chick-fil-A SFN Group Audi Latin America Georgia Pacific Marriott International Ryder Systems	Deloitte KPMG Regions Bank GSK American Airlines Regions Financial Caterpillar JP Morgan JP Morgan Chase Bank Berkowitz Dick Pollack & Brant
Becker Professional Education			

# Supporters of Career Management Services

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Assurant Bank of America Caterpillar Deloitte Enterprise Rent-a-Car Ernst & Young IKON Oceans Bank	Pricewaterhouse Coopers LLP Regions Bank Royal Caribbean Cruise Lines State Farm Sun Trust Bank Walgreens KPMG LLP Office Depot Corporation
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# CMS Advisory Board

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The purpose of the College of Business Administration CMS Advisory Board is to strengthen our partnerships with member companies who actively recruit at FIU. The board members represent an impressive roster of companies and individuals that continuously share best practices, strengthen & foster relationships within the College, and offer our graduates internships and full time employment opportunities. Our sincere thanks to our valued partners below:



ASSURANT





# Office of Career Management Staff

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## *Barry Shiflett, Director*

Barry serves as the Director of the Bank of America Career Management Services Office. He established the first Career Management Services Office for the Chapman Graduate School of Business at FIU in October 2003. He is currently responsible for working with MBA/MS students and alumni on all aspects of their career development and establishing working relationships with employers seeking to hire MBA/MS and Undergraduate Junior/Seniors from the College. Barry has over 35 years of career services experience.

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## *Elsie Florido, Associate Director*

Elsie serves as the Associate Director. She works closely with MBA/MS students and alumni on all aspects of their career development and with employers in establishing working relationships to hire MBA/MS talent from FIU. In addition she manages the departmental budget, the annual MBA/MS Career Fair and schedules all employers seeking to interview students on campus or give company information sessions. Elsie has been an adjunct professor teaching the new Career Development course to undergraduate business students at FIU.

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## *John Nykolaiszyn, Associate Director*

John serves as an Associate Director for employer development bringing with him over thirteen years of recruitment and talent management experience. He is responsible for developing new relationships with companies that might have an interest in establishing a college relations/college recruiting program with the College of Business. John has a BBA from FIU, and M.S. in Health Services Administration from Barry University, and his Senior Professional in HR (SPHR) certification.

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## *Elise Rodriguez, Associate Director*

Elise is the Associate Director in charge of Student Services for Career Management Services. Having over 20 years experience in education, Elise works with the CMS Assistant Directors in providing programming and advising services to undergraduate students and alumni. She primarily counsels undergraduate Finance and Real Estate students/alumni and assists them in their career development while working with employers who seek to recruit these majors. Additionally, she provides advising support for MBA/MS students and alumni.

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## *Dawn Lazar, Assistant Director*

Dawn is the Assistant Director that oversees career development for all students and alumni of the School of Accounting. She also manages employer relationships, approves job postings, and coordinates the schedules for employers seeking to conduct on campus interview schedules with accounting candidates. She earned her Master of Science in Adult Education from FIU; that coupled with her ten years of experience in higher education advising allows her to effectively guide students toward success in their career search.

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***Sammi Rosin Lewis, Assistant Director***

Sammi joined CMS in August 2008 as Assistant Director, Undergraduate Programs bringing with her over five years of corporate recruiting experience. She is responsible for working with undergraduate students majoring in Human Resources, International Business, Management, MIS, and Marketing in all aspects of their career development, as well as event/program planning and employer relations. Sammi holds a M.S. in Human Resource Management from FIU, and a Senior Professional of Human Resources Certification from the HR Certification Institute.

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***Grace Salgado, Administrative Coordinator***

Grace serves as the Administrative Coordinator for Career Management Services. She works with the CMS staff, CBA students and alumni, and employers. She manages all new student registrations in Symplicity, student log in issues, and employer registrations. She is the point of contact for booking the CMS Conference Room. Students wanting to reserve the library's computer/webcam for mock interviews using Interview Stream should contact Grace directly to schedule an appointment. Grace possesses five years of Administrative experience and has earned her Bachelor's Degree in Psychology from Florida International University.

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***Naomi P. Hutchinson-Salazar, Administrative Coordinator***

Naomi serves as an Administrative Coordinator for Career Management Services (CMS). She is the first point of contact for receiving calls to the main line, greeting employers/recruiting companies, and assisting CBA students/alumni. In her role, she aids with developing and implementing surveys and other tools to measure the success of event programming and execution. Naomi brings five years of Administrative experience at Florida International University and has earned a Bachelor's Degree in Biomechanics & Physics from the University of Michigan School of Kinesiology, and a Doctorate Degree in Physical Therapy from Washington University School of Medicine in Saint Louis.