

# Lynne Sebille-White

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## Career Services Experience

**Senior Director, Career Advancement, Pomerantz Career Center**  
**The University of Iowa, Iowa City, IA**

(6/14-present)

- Provide strategic leadership and direction for office as part of four-member administrative team
- Serve on strategic planning and impact-effort analysis work groups; created office strategic plan with updated mission, vision and values, aligning with current university strategic plan
- Lead 12 professional career advisors and 8-10 peer advisors serving 24,000+ undergraduates across majors
- Serve 14,000+ annual non-unique students via 1:1 advising and group workshops with Net Promoter Score of 84 for advising services
- Hire, train, supervise, and evaluate 5 professional staff, PhD and masters practicum students
- Write and update professional job descriptions as needed in accordance with human resources guidelines
- Oversee assessment, tracking and future direction for career advising and workshops
- Initiated addition of YouScience career assessment and incorporation of Gallup StrengthsFinder
- Collaborate with institutional research and UI IT services to make student usage and first destination data available via shared electronic dashboard to college deans and departmental leadership
- Lead committee creating and implementing new career community and advising model
- Collaborate with UI IT services to relocate advising scheduling to MyUI student portal for improved student access and note-sharing with academic advisors across departments
- Partner with academic advisors, faculty and student life professionals to foster career ecosystem
- Serve on campus-wide committees for student success and retention, including creating of [Be Better @ Iowa](#) leadership initiative

**Senior Assistant Director, Employer Relations**  
**The Career Center, University of Michigan, Ann Arbor, MI**

(7/00-6/14)

### ***Employer Relations/Campus Recruiting***

- Led 5 member team ensuring seamless service for ~2,700 employers engaged in various levels of recruiting
- Advised global, national and local employers on strategies to increase campus brand and meet hiring goals
- Co-created and facilitated employer sponsorship opportunities and creation of Employer Advisory Board
- Educated staff within and outside of The Career Center regarding employer hiring needs/trends
- Managed successful transition to and customization of three online recruiting systems over 6 year period
- Modified policies/procedures to keep pace with changes in recruiting, following ethical and legal standards

### ***Relationship Management***

- Connected employers with relevant student organizations, faculty and academic departments
- Liaised with multiple liberal arts departments, Colleges of Engineering, Business and Graduate School
- Communicated and collaborated with UM corporate relations and development colleagues
- Responded to national, regional and local media requests related to campus recruiting and hiring trends

### ***Supervision/Management***

- Recruited, trained, supervised and evaluated professional and graduate assistant staff
- Assisted director and associate director with office strategy and planning
- Incorporated cutting-edge technology and social media in career development and recruitment services
- Assessed student learning outcomes and employer satisfaction ensuring continual improvement

### ***Career Coaching***

- Provided 1:1 career coaching and group workshops for undergraduate/graduate students across 19 academic schools/colleges including domestic/international students of diverse social identities
- Co-advised with liberal arts/sciences academic advisors, assisting clients with academic/career planning
- Conceived and implemented Consulting Boot Camp for undergraduates

**Acting Director, Career Development**  
**Albion College, Albion, MI**

(8/99-6/00)

## Leadership Development

**Book Club, Iowa Women Lead Change**

(6/2017-present)

**Graduate, Executive Leadership Academy**

(8/16-5/17)

Organizational Effectiveness, University of Iowa, Iowa City, IA

- Nominated, applied and accepted into 18-member academy
- Participated in five two-day immersions on topics relevant to executive leadership in higher education
- Received group and individual leadership coaching and mentorship including completion of Gallup StrengthsFinder, TTI DISC, and an Executive Leadership 360 survey
- Collaborated weekly with four professionals from different university units to complete project consisting of benchmarking, internal and external focus groups and SWOT analysis for Associate Provost of Outreach & Engagement and her team in preparation of new strategic plan development
- Presented process, key outcomes and learning during university showcase event

## Selected Professional Service

**HireBig10+ Career Consortium**

(7/2010-present)

Co-Chair, Mentor Program

(2/2017-present)

Chair, Awards Committee

(4/2013-2/2017)

Allerton @ Michigan Conference Planning & Hosting Team

(Spring 2012)

Executive Board Member & Treasurer

(7/2010-3/2014)

- Collaborated with fellow board members to transition affiliation from CIC to MwACE via new MOU

**University of Iowa, Iowa City, IA**

Invited Speaker, Midwest Association of Student Financial Aid Advisors

(10/2016)

Invited Speaker, Way Up Conference (Iowa women in Higher Ed.)

(11/2015)

Be Better @ Iowa Inaugural Planning Committee

(2014-2015)

**University of Michigan, Ann Arbor, MI**

Co-Founder/Steering Committee, UM Career Services Network

(7/10-6/14)

- Collaborated to create/launch employer navigation portal, <https://hireblue.umich.edu/>
- Streamlined communication/professional development across 75+ decentralized career services colleagues

M.A. Admissions Committee, Center for the Study of Higher & Postsecondary Education

(Winter 07 & 08)

Division of Student Affairs (DSA) New Staff Orientation Planning Team

(2005-2010)

**National Association of Colleges & Employers (NACE)**

Co-presented iPlan™ Framework for Job Search Success & Earlier Career Engagement

(6/13)

Co-Chaired office team who won Chevron Award, Innovative Program for “The Candidate”

(6/04)

**Midwest Association of Colleges and Employers (MwACE)**

Workshop Co-Presenter, Annual Conference

(7/13, 8/12, 8/09)

Professional Development Committee

(8/08-7/10)

## Education

**M.A., College & University Administration**, Michigan State University, East Lansing, MI

**B.S., Psychology** (Honors/Phi Beta Kappa), University of Iowa, Iowa City, IA