

# CENTER FOR LEADERSHIP & SOCIAL CHANGE

Wednesday, June 10, 2015

It's About...

Leadership  
Community  
Advocacy  
Change  
Citizenship  
Action  
Acceptance  
Participation  
Vision  
Awareness  
Justice  
Civility

## INVOLVEMENT OPPORTUNITIES



### COMMUNITY OUTREACH FACILITATOR

Apply to be a Fall 2015 Community Outreach Facilitator! Have you enjoyed volunteering with Community Outreach trips and want to take your service to the next level, leading other students in service to the agencies you care about? Apply to be a Center for Leadership & Social Change Community Outreach Facilitator. Applications are currently being accepted. You must have been a volunteer with this program and be eligible to drive the Center vans to qualify. Visit [thecenter.fsu.edu/Programs/Community-Outreach-Program](http://thecenter.fsu.edu/Programs/Community-Outreach-Program) for more information and an application. Contact Heather Stitely at [hstitely@fsu.edu](mailto:hstitely@fsu.edu) for questions.

### COMMUNITY OUTREACH PROGRAM

The Outreach Program is a way to get involved with community service! Just sign up, show up, and you'll be on your way to a meaningful service experience! Projects are offered at a variety of nonprofit agencies and there are projects to choose from almost every day of the week. To get involved: **Step 1:** Check out the schedule [here](#); **Step 2:** Choose a project that matches your interests/availability, and sign up in the project binders in the lobby at the Center for Leadership & Social Change; **Step 3:** Show up at the Center at the designated project arrival time. You'll meet your Project Facilitators and get checked in; **Step 4:** Enjoy the Outreach project experience, which includes introductions, a pre-service explanation, hands-on service off campus, and a facilitated reflection discussion afterward; **Step 5:** Record your service using the ServScript Program by the deadline (**August 7<sup>th</sup> for the summer term**); **Step 6:** REPEAT steps 2 through 5 all semester long! Transportation is provided. For more information, contact Heather Stitely at [hstitely@admin.fsu.edu](mailto:hstitely@admin.fsu.edu).

### FSU SUMMER PROGRAMMING

Looking for something to do? Check out Summer Programming! There is plenty to do during the summer at Florida State University! Several campus departments come together during the summer to provide opportunities to stay engaged and involved during the summer months. If you are looking for things to do on campus, check out all the places to go [here](#).

### JCI FOUNDATION

JCI Foundation is a nonprofit dedicated to helping young women achieve greatness in their lives through thoughtful leadership, positive mentorship, and education. JCI Foundation hosts the Judson Women's Leadership Conference, a free leadership and career development event for young adult women, in particular college students. The conference is June 24 in Atlanta at the Georgia Institute of Technology's McCamish Pavilion. For more information, please visit [jcifoundation.org](http://jcifoundation.org). To access the registration page, log on to [jwlc.eventbrite.com](http://jwlc.eventbrite.com). If you have any questions about the conference or the foundation, please contact Daniel Paccione at [intern@jcifoundation.org](mailto:intern@jcifoundation.org).

### SEMINOLE ORGANIC GARDEN

At 6:30pm on Mondays and Thursday, join fellow students at the garden between the circus and band practice field. The Seminole Organic Garden is a place on campus for students to learn about and grow their own food. Volunteers are encouraged to come to the workdays as they continue to plant trees, shrubs, construct garden beds, perform other garden maintenance activities, and learn about the garden.

### THE RIDE FOR HOPE

Volunteer opportunities for "The Ride for Hope Volunteers" are now open. The Ride for Hope would not be possible without the help of its wonderful volunteers. Please [click here](#) to be a part of the team on June 12 or June 13. If you have questions please contact David Spear, at [volunteer@therideforhope.com](mailto:volunteer@therideforhope.com).

### DIVINE INTERVENTION CHILD & FAMILY DEVELOPMENT CENTER



Do you need child care volunteer hours? If so, Divine Intervention can help. Giving your time and talent is a way you can support the mission of Divine Intervention. Whether you are supporting the classroom staff in our toddler room or being a volunteer reader, there are many ways to get involved. They would love the opportunity to develop a volunteer experience that works for you!

General Volunteer Requirements:

- Completed Volunteer Application
- 16 years of age or older
- Provide a Criminal Background Test
- Proof of a recent, negative Tuberculosis (TB) Test

For more information, contact Shirley Nanton (Director) at (850) 321-1922. The Divine Intervention Child & Family Development Center is located at 1818 South Monroe Street in Tallahassee. Their general phone number is (850) 329-6872.



# Summer 2015 Schedule

Volunteers may sign-up on a weekly basis, up to one week in advance. Transportation is provided for all projects. Please do not sign up for others.

Agency Name/Description	Facilitators	Day	Arrival Time	Return Time
Boys Town	TBD	Mon. June 8 & July 13	5:30pm	9:00pm
PAEC/Migrant Education (until 6/18) Adult English class in Gadsden County, FL	Desiree Marquez Amanda Leddy	Monday	5:15pm	9:45pm
Boys & Girls Club (beginning 6/8) Havana Club	Rebecca Moore Emily Murray (ND)	Tuesday	12:00pm	2:00pm
Big Bend Homeless Coalition (BBHC) HOPE Community	Calista Pappas vacant	Tuesday	5:30pm	7:45pm
Big Bend Homeless Coalition (BBHC) HOPE Community	Rose Jean-Phillippe vacant	Wednesday	5:30pm	7:45pm
PAEC/Migrant Education (until 6/18) Adult English class in Gadsden County, FL	Michael Rivera Beatriz Malagon	Wednesday	5:15pm	9:45pm
Boys & Girls Club (beginning 6/8) Miccosukee Club	Rebecca Moore Emily Murray (ND)	Wednesday	12:30pm	2:30pm
Damayan Garden Project Frenchtown site	Burgen Schwartz Maddie Brink (ND)	Thursday	4:15pm	6:15pm
America's Second Harvest	Rina McCarthy David Butter	Thursday	1:00pm	4:00pm
American Red Cross	Michelle Shepherd Rachel Davis	Friday	1:00pm	3:30pm
Capital City Youth Services (CCYS)	Brian Menard vacant	Saturday	10:30am	12:30pm

## Project Descriptions

**American Red Cross, Capital Area Chapter** The American Red Cross prevents and alleviates human suffering in the face of emergencies by mobilizing the power of volunteers and the generosity of donors. Volunteers are needed for a variety of tasks, including sorting donations, assembling disaster packets and comfort kits for victims.

**America's Second Harvest Food Bank** Volunteers are needed to sort salvage food items and organize them in boxes for distribution to numerous shelters, food pantries and other agencies that address hunger issues. Volunteers must wear close-toed shoes for this project.

**Big Bend Homeless Coalition (BBHC) HOPE Community** HOPE Community provides temporary housing for families dealing with homelessness. Volunteers are needed to assist with childcare (mentoring, games, outdoor play, reading, homework help, etc). Modest, appropriate dress is required.

**Boys and Girls Club of the Big Bend** Volunteers are involved in tutoring and mentoring children ages 5 through 18 in a summer camp setting. Activities at the Club include academic enrichment, outside play, and crafts.

**Boys Town** Volunteers will assist with childcare during the Boys Town Parents Meeting. Volunteers are needed who are comfortable working with small children or teens, as well as those with lots of energy. Experience with children with special needs, particularly Autism, is a plus. The children will be grouped into age-specific rooms during the event.

**Capital City Youth Services** This agency offers counseling and outreach services to youth and their families, and emergency shelter services to youth in crisis. Volunteers are needed to serve as positive role models and mentors, encouraging productive, positive behavior, spending quality time with the children there, and showing genuine concern for their futures.

**Damayan Garden Project** Volunteers are needed to work with children and community residents to maintain the gardens, including planting, weeding, watering, and harvesting. Trips to the Frenchtown garden also allow volunteers to work with children. This agency reaches out to the community and uses gardens to teach nutritional and environmental education. Dress appropriately for gardening, including close-toed shoes.

**Panhandle Area Educational Consortium (PAEC)/Migrant Education:** PAEC classes teach English to non-native speakers. Volunteers will help students in the intermediate English class. You do not need to speak Spanish to participate in this project.

100 & 110 South Woodward Avenue  
Tallahassee, FL 32306

850.644.3342 (p)

850.644.2450 (f)

<http://thecenter.fsu.edu>



Presented by at&t

June 24, 2015  
Georgia Tech's  
McCamish Pavilion  
Atlanta, GA

[www.jcifoundation.org](http://www.jcifoundation.org)



### Free Admission for Students!

#### Includes:

- Breakfast & Lunch
- Access to C-level Executives and other prominent business leaders in a variety of fields
- Opportunity for recruitment by AT&T's Business Sales Leadership Development Program
- Networking opportunities

#### Schedule of Events:

7:30- 9:30am	Registration
8:30-9:30am	Networking in 2015
9:30am	Opening Remarks Keynote Speakers Beth Judson Leadership Awards
12:15-1:10pm	Lunch
1:15-3:00pm	Breakouts
3:30pm	Closing Speaker
4:00pm	Networking

Register at [jwlc.eventbrite.com](http://jwlc.eventbrite.com)

### Empower Yourself!

The Judson Women's Leadership Conference was created to inspire, motivate, and encourage young women who are just about to enter, or are newly into their career to follow their passions and achieve a life of greatness. Our inaugural Conference was held in 2014 and included world-class experts in their respective fields. For the 2015 Conference, we are striving to increase the opportunity for networking, mentoring, and leadership development between attendees and the C-level executives, best selling authors, and successful leaders who will be a part of this year's event.

#### Speakers joining us so far...

Kat Cole - Cinnabon  
 Tracy Lloyd - Walmart  
 Tiffany Dufu - Levo League  
 Molly Fletcher - The Molly Fletcher Co.  
 Keri Potts - ESPN  
 Jamie Weston-Prouse - The NFL

#### Topics covered:

What Millennials Need to Know  
 Resume 2015  
 Understanding Your Value  
 Crafting Your Elevator Pitch  
 How to Dress for Success  
 Confidence is a Choice  
 Unleash Your Potential  
 Building Your Brand  
 ...and more!



### The Judson Family Story

Lauren Judson, a then 19-year-old student and 2nd year member of the women's golf team at The University of Southern Mississippi, suddenly lost both parents in a private airplane accident on the way home from one of Lauren's golf tournament in October 2010. Today, a recent graduate of Southern Miss, Lauren and her brother Dean, a former collegiate soccer player and graduate from High Point University, have taken on the mission of continuing their parent's legacy of giving and creating community through women's initiatives and sports. The JCI Foundation, Inc combines these elements and develops creative programming for women athletes and young professionals through leadership, mentorship, and education.

Visit [www.jcifoundation.org](http://www.jcifoundation.org) for more information about the conference or contact:

Jackie Cannizzo-Executive Director, [jackiecannizzo@jcifoundation.org](mailto:jackiecannizzo@jcifoundation.org)

Lauren Judson-Collegiate Host, [laurenjudson@jcifoundation.org](mailto:laurenjudson@jcifoundation.org)

## 18<sup>TH</sup> ANNUAL FLORIDA AFRICAN DANCE FESTIVAL



African Caribbean Dance Theatre, Inc. presents the 18<sup>th</sup> Annual Florida African Dance Festival at Tallahassee Community College on June 11 through June 13. Experience the beauty of African culture through a culture-packed conference featuring internationally renowned artists in dance and drum workshops and a performance concert. Other highlights include children's dance workshops, natural hair show, health screenings, and vendor marketplace. Click [More Info](#) for more details.



### ALL-AMERICA CITY: TALLAHASSEE

Help Tallahassee be an All-America city by posting a photo and #Tally4aac and #aac15. More than 70 city officials and residents are heading to Denver, Colorado on June 11 to June 14 to take part in the All-America City competition, sponsored by the

National Civic League. Tallahassee is one of 16 finalists. As part of the effort, city officials are urging residents to post photos, videos and statements to social media, illustrating why they think Tallahassee is an All-America city with the hashtags #Tally4aac and #aac15. For more information, visit [here](#).

### SOLIDAIRTY IMMERSION 2015

Solidarity Immersion joins student organizers from all over and leaders in the movement for social justice. From July 30 to August 12, student leaders will have the opportunity for an up-close look at how the global economy and fight for change is woven together in the Dominican Republic and Haiti. [Stay posted on their Facebook event page!](#) Email [info@solidarityignite.org](mailto:info@solidarityignite.org) for more information.

## INTERNSHIPS, SCHOLARSHIPS, & PAID OPPORTUNITIES

### SUSTAINABLE CAMPUS

Sustainable Campus is looking for a graphic designer! This position facilitates campaign development for Sustainable Campus programs through project management and graphic design. Ideal candidates should have a demonstrated skill set in graphic design and be proficient with the Adobe Creative Suite and other web design tools. This position is 15 to 20 hours per week and begins summer 2015. This person aids in new design concepts and development of graphic design projects, prepares proofs, and provides design insight to students and professional staff; and responsible for designing various branding items including logos, promotional items, brochures, posters, reports, stationary, etc. Students can apply by emailing a portfolio to Elizabeth Swiman at [eswiman@admin.fsu.edu](mailto:eswiman@admin.fsu.edu).

## STUDENT CONSERVATION ASSOCIATION

**Conservation Intern:** Are you interested in Environmental Conservation? The Student Conservation Association (SCA) Conservation Internship may be for you. Position lengths range from three to twelve months and are available throughout the year. Disciplines include biology, botany, climate change, fisheries, GIS/GPS, interpretation, trail construction, visitor service, wild land fire, and wildlife management. SCA also provides the intern with numerous benefits including: round-trip travel and weekly living allowance; liability and 24-hour accident insurance coverage, plus Health insurance for positions over 16 weeks; and AmeriCorps Education Awards (as available, for eligible interns). For more information, please visit [thesca.org](http://thesca.org).

**Conservation Corps:** From ecological restoration to wildfire mitigation, from community sustainability to wilderness trail maintenance, SCA Corps deliver fast, enduring and affordable results. These advanced teams of young adults, trained and supervised by experienced SCA professionals, work as self-contained units for up to 10 months at a time. When the task is done, Corps members emerge from their experience well-trained and workforce-ready. SCA Corps disciplines include:

**Veterans Fire Corps:** The SCA Veterans Fire Corps provides recent-era military veterans with state-of-the-art wildfire mitigation and forestry training to prepare participants for careers as wildland firefighters. The program also eases vets' transition to civilian life by utilizing many of the armed services' methodologies and protocols. Over 90 days, participants are trained in fuels reduction, fire effects monitoring, FIREWISE educational outreach, prescribed burns and more – earning their Red Cards and the other credentials necessary to become a wildland firefighter or forestry professional.

**Park Maintenance/Environmental Education:** SCA offers a flexible corps model for general park maintenance including trail work, campground constructions/repairs, etc. You determine the size of your team (ten or more co-ed members) and length of service (3-10 months). Members ordinarily share common quarters throughout their length of service but may fan out in smaller groups for short term projects and stays at alternative sites such as a series of state parks. SCA currently maintains long-standing residential corps placements in the Adirondack Mountains of New York, the Salmon-Challis National Forest in Idaho, and with state parks departments in Massachusetts and New Hampshire.

**Sustainability:** SCA created the Green Cities Sustainability Corps to assist local governments in assessing their greenhouse gas emissions, developing mitigation strategies and implementing local climate action plans. Corps members collaboratively enlist country and municipal offices, large and small businesses, colleges and universities, and neighborhood residents in the pursuit of a common objective: community sustainability. In Pittsburgh, for example, a single Green Workplace Challenge saved 19 million kilowatt hours of energy, almost 9,000 metric tons of CO2 equivalent, and over 48 million gallons of water.

**Natural & Cultural Resources:** To meet the varied but related conservation needs of state agencies and non-profits along New York's Hudson River Valley, SCA instituted a "corps" of individuals dedicated to recognizing, preserving and interpreting dozens of historical, cultural and natural resources from New York City to the Adirondacks. Members work one-on-one alongside conservation professionals while also participating in monthly trainings and service projects with their fellow corps to build a sense of team and share relevant learnings.

**Native & Invasive Plants:** This corps model supports resource managers in the restoration of native plant communities and the mitigation of exotic species. Corps members conduct inventory and monitoring, invasive plant control, seed collection, propagation, revegetation, herbaria and public outreach.

**Trail Construction:** The goal of SCA's Trails Corps is to provide meaningful opportunities to volunteers, while effectively preserving and enhancing trail corridors and historic sites on public lands. The Corps completes the difficult, dirty work of building turnpikes and bridges, water bars, and check steps, retaining walls and stairs, so that others may have the opportunity to share SCA's enjoyment of the natural world, while minimizing their impact to these precious lands. For more information, visit their website at [thesca.org](http://thesca.org).

## FEDERAL WORK STUDY POSITION:

### CLSC STUDENT ASSISTANT:

This position is funded by the Federal Work-Study Program. Please make sure you have been received the Federal Work-Study Award prior to applying. There are multiple specialized positions available – receptionist, fleet management assistant, evening staff, and programmatic support staff. Student Assistants are responsible for performing a wide variety of important tasks such as assisting with daily operations, upkeep of the Center, and/or assisting with cluster programs. Student Assistants will have the opportunity to cover the front desk as needed (answering phones and assisting visitors who come in seeking information or services). Students should be able to work 8 to 10 hours per week, Monday through Friday with the willingness to perform a shift during evening hours. Duties include: maintaining the department's fleet of vans (filling up with gas, replenishing forms, data entry of mileage logs, transporting to/from repair shop, etc.); organizing/cleaning spaces in the building (storage closets, work rooms, etc.); research and training related to multiculturalism, identity and diversity awareness; and helping with other special projects. Applicants should possess the following:

- Be open to other perspectives as people do things differently
- Show sensitivity to differences
- Knowledge of office and telephone etiquette
- Reliable, responsible, accountable, and takes the initiative
- Basic computer software/functions to do basic data entry
- Communicates professionally verbally and in writing
- Strong customer skills and organizational skills
- Ability to establish and maintain effective working relationships
- Basic understanding and appreciation of the Center and its mission
- Basic research experience
- Educate self on topics related to diversity, privilege, oppression, multicultural and intercultural
- Should have a valid driver's license, proof of car insurance and a good driving record
- Use your FSU email address for all work-related tasks
- Federal Work Study Award

**If you are interested in this position, contact Linnea Stutts by sending a resume to [lstutts@fsu.edu](mailto:lstutts@fsu.edu).**

### Office Assistant:

Office Assistant needed in the Administration area of the Center for Leadership & Social Change: Student must have Federal Work Study Award funds. A valid driver's license, proof of car insurance, and a good driving record are required. (Driver's history will be processed before offer is made.) Duties include:

- Basic office duties such as filing, making copies, organizing spaces, and other tasks as needed
- Running errands on and off campus
- Ability to drive a minivan or 15 passenger van and refuel when needed (training provided)
- Reception desk coverage when needed – must be comfortable answering phones and helping visitors to CLSC
- Helpful, pleasant, and willing attitude desired
- Schedule: Monday through Friday 8 to 10 hours per week
- Location: GME (Globe 3<sup>rd</sup> floor suite 3100)

If interested, email your resume and state your interest in working with CLSC. Contact: Sandi White at [sewhite@fsu.edu](mailto:sewhite@fsu.edu) or (850) 644-8365 and Jaywill Pagan-Gibbs at [jpagangibbs@fsu.edu](mailto:jpagangibbs@fsu.edu) or (850) 645-2145.

## STUDENT LIFE CINEMA

Florida State University's on-campus movie theater, the Student Life Cinema, is looking for a new Media Technician/Projection Supervisor who would be responsible for daily film projection, audio systems and equipment maintenance in the Askew Student Life Center. They also maintain inventory and healthy operation of film, computer and sound equipment and serve as staff support for evening operations. For more information, visit [here](#).

## FEDERAL WORK STUDY POSITION:

### FRONT DESK STUDENT ASSISTANT:

Student Assistants are responsible for performing a wide variety of important tasks at the Center for Leadership & Social Change, assisting with the daily operations and upkeep of the Center, both on the front lines and behind the scenes. Duties include: covering the front desk as needed (answering phones and assisting visitors who come in seeking information or services); maintaining the department's fleet of vans (filling with gas, replenishing forms, data entry of mileage logs, transporting to and from the shop when needed, etc.); organizing/cleaning spaces in the building (storage closets, work rooms, etc.); and helping with other special projects. This position serves as the primary back up to the front desk receptionist. Students must be available Monday through Friday between 8am and 5pm to work. Opportunity to work evening hours is also possible. Applicants should possess the following:

- Basic computer software/functions
- Reliable and responsible
- Takes the initiative
- Communicates professionally verbally and in writing
- Strong customer service skills
- Ability to establish and maintain effective working relationships
- Basic understanding and appreciation of the Center and its mission
- Organizational skills to do basic data entry and filing tasks
- Knowledge of office and telephone etiquette
- Federal Work Study Award

Please make sure you have received a Federal Work Study Award prior to applying. **If you are interested in this position, contact Cytheria Jackson by sending a resume to [cmjackson@admin.fsu.edu](mailto:cmjackson@admin.fsu.edu).**

## FSU STUDENT-ATHLETE ACADEMIC SERVICES

FSU Student Athlete Academic Services is seeking a tutor for Tallahassee campus. This is a paid position of \$9 to \$15 per hour. Part-time employees will perform educational duties in assigned areas of study to student athletes. You can apply for this position through SeminoleLink with Job ID 766815.

## SWARTHMORE COLLEGE SUSTAINABILITY COORDINATOR

This position is a limited term, 1-year assignment. The Sustainability Coordinator's time will be spent providing project management, research, and general support for on campus sustainability activities and coordinating with the faculty in the Environmental Studies program to support on campus and community-based learning opportunities in courses. Tasks might include researching and managing the design of new signs for waste bins; gathering data to complete the College's AASHE STARS report and greenhouse gas inventory; compiling and evaluating carbon tax models used at other institutions and businesses; researching strategies for moving the campus closer to zero waste; organizing a community food jam; and helping to lead tours of the Crum Woods. The Sustainability Coordinator will work closely with the Green Advisors, the College's peer-to-peer education program, including attending evening meetings at least once a month and assisting with events, trainings, and other activities. Qualified candidates must possess a Bachelor's degree and demonstrate interest in social and environmental sustainability through previous work, volunteer experience, and/or academic study. Excellent skills in verbal and written communications, data compilation and analysis, and organization are also required. For more information, click [here](#).

## TALLAHASSEE FILM SOCIETY

All Saints Cinema at the Amtrak Station, operated by the Tallahassee Film Society, is seeking to fill a shift manager position. Duties include supervision of All Saints Cinema during film presentations. Applicants must be at least 21 years of age and have own transportation. Salary varies per shift length. Shifts vary each week but do include weekends and could include some weeknights. All Saints Cinema is located at 918 Railroad Ave, Tallahassee, Florida 32301. For more information, visit [here](#). Further questions may be directed to [filmnews@tallahasseefilms.com](mailto:filmnews@tallahasseefilms.com).

### **TONI JO MASON SCHOLARSHIP**

This scholarship is in memory of Dr. Toni Jo Mason and will serve as an example of Dr. Mason in overcoming the obstacles experienced by individuals with disabilities. Diagnosed with cerebral palsy soon after birth, her parents refused to believe that their child could not do anything any other child could do with time and determination. Dr. Mason ultimately earned a Doctorate of Philosophy degree from FSU with an emphasis in Teacher Education and Special Education. Dr. Mason's career was committed to ensuring that all people were recognized by their **abilities**, rather than their disabilities. Applicants must provide a current transcript which documents a cumulative GPA of at least 2.5 (on a 4.0 scale) on all credits. High school students who are applying for the first year of college should submit a current high school transcript. Applicants with a physical disability are eligible. Students may contact the Student Disability Resource Center (SDRC) at FSU for more information. First-time, degree-seeking undergraduate students of Florida State University are eligible. Applications and supporting required documents must be **received by the SDRC no later than July 15, 2015**. If you have any questions, please contact Mr. Timothy Ebener at [tebener@admin.fsu.edu](mailto:tebener@admin.fsu.edu); (850) 644-9566 or TTD (850) 644-8504.

### **SANGHA PRESS**

Sangha Press seeks a Marketing/Social Media Intern. Owner and operator Mika Fowler is seeking a self-motivated and organized intern to spearhead the marketing efforts of Sangha Press. This person will be responsible for scheduling all Facebook and Instagram posts, and more or less creating an original brand for Sangha Press from scratch. Social Media Management experience is a must, knowledge of the Adobe Suite is a plus. The ideal candidate would have a studio art background, and/or be interested in learning letterpress printing and helping around the shop in other ways. For more information, contact Katie McTigue at [kaitlinmctigue@gmail.com](mailto:kaitlinmctigue@gmail.com) or (850) 728-2932.

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This listserv contains information that is intended expressly for the convenience of its members, to advertise the latest involvement opportunities. Readers are encouraged to use their best judgment when selecting opportunities, as they are not screened prior to posting.