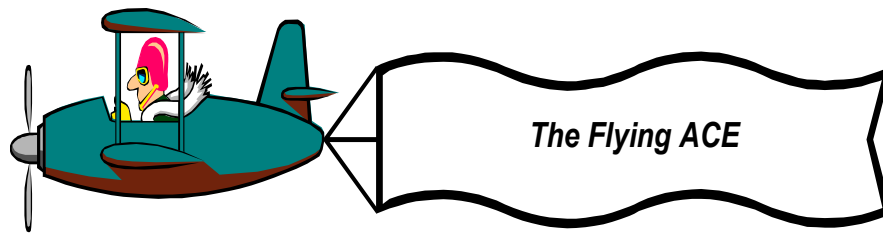


Partnership of Business, Education and Government



PRESIDENT'S MESSAGE

It is time for me to be short and sweet. Thanks for the memories! I can't begin to tell each of you what being your President has meant to me, but the time has come for me to step aside and give the reins of NCACE to Donna Seckar. I'm looking forward to the leadership that she will bring to this association. She has held a number of positions in NCACE and showed us what a leader needs to be. Please join me in supporting her in all her endeavors.

In this newsletter on page two, you will find a copy of the letter that you received regarding the proposed change to our membership descriptions. Please read these proposed changes carefully and thoughtfully and be prepared for the vote next week.

Speaking of next week.....New Bern here we come!!!! Holly Sweat and Jeannette Moss have planned a wonderful conference and I hope to see each and every one of you there. I'm still trying to decide which favorite American I am going to copy for the dinner Thursday night. I am open to any and all ideas. We have a number of new members that will be attending this conference for the first time. Please take the time and greet them and make them feel at home. By selling ourselves, we are selling the organization.

Gotta start packing!!!

New Bern, here I come!!!

Marilyn

**NCACE LEADERSHIP COMMITTEE***revised March 18, 2002***Recommendation: Five Membership Categories*****Applicable for each fiscal year in which the membership is registered.*****A. Organizational. (Group) \$50.00 up to two members or \$100.00 up to four members (unlimited add-ons for \$20.00 each additional member).**

- Those organizations whose defined staff are actively engaged in the recruitment, selection and employment function within their own organization or college organization representatives who are actively engaged in the career development and employment function within regionally accredited non-profit post secondary educational institutions in North Carolina.
- Membership may be transferred to a qualifying successor within the same organization upon written request to the Membership Chair.

B. Individual. (One person) \$25.00 per person.

- Those individuals who are actively engaged in the career development and employment function in North Carolina in regionally accredited non-profit postsecondary educational institutions; and those individuals actively engaged in and/or who have overall responsibility for recruitment, selection, and employment within their own organizations are eligible for membership.
- Membership is transferable with the member to other organizations where the position meets the NCACE eligibility definition upon written request to the Membership Chair.
- Membership is not transferable to another individual.

The following three membership categories we did not discuss nor recommend changes.**C. Lifetime Member.**

At the time of retirement, regular members in good standing who desire to retain membership in the Association may apply for lifetime membership by submitting a written request to the Executive committee. Those so approved shall be exempt from annual dues and have no voting privileges. Membership shall be for the life of the member.

D. Honorary Lifetime Member.

Individuals no longer eligible for regular membership who have been members of the Association a significant number of years and who have made a notable contribution in the field of career development and employment or to the Association may be elected to honorary lifetime membership by the Executive Committee. Honorary lifetime Members shall be exempt from annual dues and have no voting privileges. Membership shall be for the life of the member.

E. Student Member.

Graduate students pursuing careers in either career services or human resources/staffing are invited to join NCACE. To be eligible, students must be enrolled in at least six credit hours/term in a related curriculum, have an NCACE member act as a sponsor, have graduate student status, be 21 years old minimum, and cannot be employed full-time in the profession. Student members will not be eligible to hold office, vote, or chair a committee.

NCACE 2002
NAVIGATING THE SEAS OF CHANGE
North Carolina Association of Colleges and Employers Annual Conference
Wednesday, May 8 - Friday, May 10, 2002
Sheraton Grand New Bern ~ New Bern, NC
REGISTRATION FORM/INVOICE

NAME _____ New Member: (Y) _____ (N) _____

NAME as you want it to appear on your nametag _____

Organization _____ Title _____

Address _____ City _____ St _____ Zip _____

Telephone (____) _____ FAX (____) _____ E-Mail _____

(____) YES, I will donate a door prize.

CONFERENCE REGISTRATION

_____ \$115 - **Early Bird** (Postmarked by March 18, 2002)

_____ \$125 - **Regular** (After March 18, 2002)

_____ \$135 - **On-site Registration**

_____ \$100 - **Guest Cost**

DIRECTOR'S MEETING RSVP for career center directors Wednesday night 5/8/02 at local restaurant after reception.

I am a director and _____ will; _____ will not attend the dinner meeting (Dutch treat)

ACTIVITIES

GOLF EVENT _____ \$45.00 (deadline 4/19) **TROLLEY TOUR** _____ \$10.00 (deadline 4/19)

REGISTRATION GRAB BAGS

We would like to fill 120 bags with neat goodies for conference attendees. Your donation of small items would be appreciated! Please send items to: Pam at address below or if sending UPS use 100 Campus Drive as street address.

ACCOMMODATIONS

Sheraton Grand New Bern, 100 Middle Street, New Bern, NC 28560
Phone 252/638-3585 or 800/326-3745 Fax: 252/638-8112 www.newbernsheraton.com
Rate per night (for single or double occupancy): \$109 (Inn or Hotel)
Inn - quaint Colonial or Hotel - view of marina
Hotel registration deadline is **4/7/02** Check-in after 3:00 p.m. / Check-out by 12:00 noon

Make check payable to "NCACE" for Registration (please send separate check for Activities)

Please use this form as your INVOICE Tax ID # 561313958

Send Conference payment and appropriate forms to: **NCACE REGISTRATION** c/o Pam Brumbaugh,
Elon Career Center 2020 Campus Box, Elon, NC 27244
336/278-6538 Fax: 336/278-6545 pbrumbaugh@elon.edu

NCACE 2002 Conference Program Details

Enhance your personal and professional development by attending these programs...

Wednesday, May 8, 2002

2:00pm – 3:00pm Keynote

Quality in Business and Education

Dr. A. Blanton Godfrey, Dean and Joseph D. Moore Professor of Textile and Apparel Management Technology, College of Textiles, North Carolina State University.

3:30pm - 4:30pm Panel Discussion

Current Issues Facing Career Planning and Recruiting Professionals

Thursday, May 9, 2002

9:00am - 10:15am Keynote

Are You Ready? Here Come the Millennials with their Baby Boom Parents.

Helen E. Johnson, President of HEJ Associates

In the fall of 2000, campuses welcomed a new breed of first-year students – the Millennials, the largest and most intensely parented generation in American history. This group is markedly different from Generation X students, the last of whom graduated from college in the late 1990s. Ms. Johnson will provide an overview of Millennial and Baby Boomer characteristics, as well as strategies for counseling and recruiting this new crop of college students and recommendations for dealing with their 'hyper-involved' parents.

10:15am - 11:15am Concurrent Sessions

Who Wants to Be a Survivor?

Lori Bumgarner, Methodist College

This session will share a unique program created by Lori to engage freshmen in the career planning process, a game show format combining elements of ABC's *Who Wants to Be a Millionaire?* and CBS's *Survivor*. Her idea has been featured as an innovative program on Peter Vogt's Career Services Kiva website (www.careerserviceskiva.com). This session will cover ways of presenting the program to freshmen, as well as the rules and logistics of the game.

Stretched to Your Limit? Save Time with a Peer Counselor Program

Tricia Buddin, North Carolina State University

This session will focus on the advantages of a peer counselor program such as additional office staff, students counseling students, and how the time invested initially pays off in the long run. A review of the model program will be followed by discussion of advertising, budgets, enthusiasm, and training needed to maintain an effective program.

Enhancing a Career Planning Course Through Service-Learning and Volunteerism

Michelle Brown, Appalachian State University

This program will provide creative ideas on how to enhance a career planning class with a service-learning or volunteer component. Specific examples of projects and papers used to compliment service learning will be provided, along with examples of student learning and outcomes.

Program Details Continued...

11:15am - 12:15pm

Three Clicks and They're Gone: The Development and Maintenance of a Successful Career Website.

Thom Rakes and Diane Sledden Reed - UNC-Wilmington

Many of today's students prefer to get their career and employment information from their computer, and "just in time", whenever it is convenient for them. Therefore, collegiate career centers must have an online version of themselves that is attractive, convenient, accurate and timely. An especially important aspect of web pages is their accessibility, especially for users with disabilities.

This presentation will be based on a successful career services website that has evolved over the last six years from a static electronic bulletin board to a comprehensive web presence that receives over ten million hits each year. Participants in this workshop will explore current research on what today's students expect from a website, user-friendly concepts for web page development, research-based checklists for website evaluation, and an additional checklist to evaluate website accessibility.

Working with the Media - Through Good Times and Bad

Linda Weiner, RSM McGladrey

One of the most dominant information sources remains the media. Every business, institution and organization can benefit or be skewered by the media. This session will introduce participants to how the media works, how they can successfully get their information used by the media, and how to deal internally and externally with media crises.

1:45pm-2:45pm

Alternative Licensure Programs for North Carolina Teachers

Dr. Ann Bullock, Associate Professor and Director of NC TEACH, East Carolina University

Retention Strategies - How to Keep Good Employees

Kay Robinson, RSM McGladrey

The purpose of this program is to help employers understand why good employees leave, how the culture of an organization impacts decisions of good employees to stay or leave, and what strategies need to be considered to minimize turnover. Employers will be able to understand the strengths and weaknesses of their own organizations in retaining staff.

The Times They Are a Changin': New Partners for Career Services

Julie Brown, Central Piedmont Community College

The "Career Transitions" program at CPCC offers personalized career service to members of the community for a nominal fee. The success and growth of this program has led to the implementation of related programs, which combine community service and 'enhanced institutional awareness'. These programs expand the potential for multiple benefits to the institution, such as increased community awareness, increased use of career services, cross-departmental collaboration, and increased enrollment.

Friday, May 10, 2002

9:30 – 10:30am Keynote

Building a Case for Emotional Intelligence: Understanding and Applying the Concept to Our Lives

Dr. Audrey Jaeger, Associate Professor, Adult and Community College Education, North Carolina State University

We have heard a lot about emotional intelligence, now let's talk about the facts. What exactly is emotional intelligence? How can we use it? How can we develop it? This session will provide answers to these questions and others.



CAREER PROGRAMS THAT WORK

Utilizing Current Students to Introduce New Students to the Internship Process

Other than free pizza, what brings out freshmen, sophomores and juniors to a non-mandatory, after-hours event on a cold and rainy Thursday night? The annual Summer Job Forum at NC State's College of Textiles that's what!

What is the Summer Job Forum you ask? Well, it is the sister event to the Real World Forum (featured in the November 2001 edition of the Flying ACE) except this event targets new and underclass students. The purpose of this event is to introduce all students, but especially underclassmen, to the internship process, the importance of summer work experience, and the advantages of work experience in the entry-level permanent job search.

Although simple and inexpensive in concept and execution, the summer job forum accomplishes three goals: it provides valuable information about internships, exposes younger students to the career services office at an early stage, and helps an employer get visibility among your students. So, here is how you hold your own Summer Job Forum.

First step, identify good current students who represent your major degree programs. Ideally, the students would have used your office to obtain good recent internship experiences. Try to get a good mix of majors, ethnic groups, internship projects, and try to have both genders represented. For best results, these students should also be actively seeking placement assistance through your office, or have already received or accepted permanent job offers. A panel of four to six has worked best for the College of Textiles.

Second step, contact professors and advisors of targeted students to identify the best days and times for such an event. These faculty members can also be very beneficial in advertising the event, or even providing extra credit for those who attend from their classes.

Third step, check your interview schedules to see when one of your best employers for interns will be interviewing on campus. Having more than one company involved is fine as well. Company sponsors may be involved in a variety of ways...from sitting on the panel and providing a company perspective to paying for pizza and drinks for attendees are two common ways for employer involvement.

Fourth step, advertise the event. Utilize e-mail distribution lists, flyers, professor and advisors, as well as student organizations. For the College of Textiles, this a jointly sponsored event between career services and the student council for the college.

Fifth step, hold your event. Both the director of career services and a student can moderate the event. This shows interaction between career services and your students, as well as cooperation between career services and employers, but also provides plenty of positive exposure for your career services office in general.



CAREER PROGRAMS THAT WORK

Continued from page 6

Students and employers on the panel introduce themselves and provide brief description of their latest or best internship experience, then the floor is opened for questions. As a career services moderator, you may need to get the questions started, and you may need to plant a few questions for those moments of silence from the audience. Involve the employer in every question possible to include the company perspective. The show practically runs itself from this point forward. When the activity has ended, be sure to include plenty of time for one on one and small group discussion.

For the College of Textiles, this event has been held in January or February of each year, and has been very well attended and very successful.

During this forum, and through follow-up correspondence, is when you can announce upcoming events and workshops through career services. An event like this can be the ice-breaker for new students to begin exploring careers long before their senior year.

Oh yeah...we still provide the free pizza at the end of the event for all those who remain for the entire program! Good luck with your similar events!

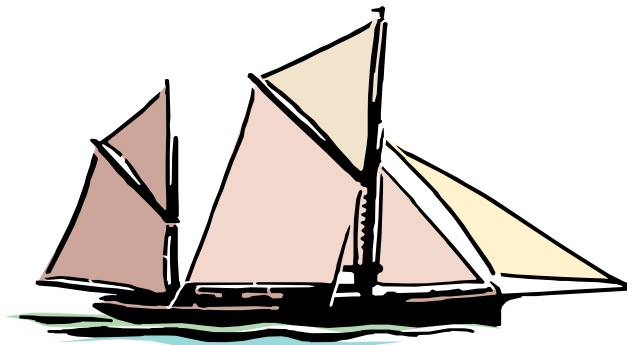
Submitted by:

Kent Hester

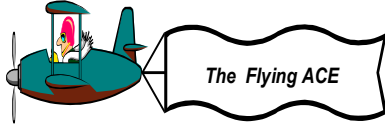
*Associate Director, College of Textiles
NC State University*



“Navigating the Seas of Change” NCACE Conference 2002



SEE YOU IN NEW BERN!



*Beau Rivage Resort * Biloxi, Mississippi * December 2 - 4*

Mark Your Calendar!

Make Your Travel Plans Early for the 2002 SACE Conference

Conference Co-chairs:

Bob Cramer (615) 322-3969 email: bob.cramer@vanderbilt.edu
Audrey Dugas (225) 642-2765 email: audrey.dugas@honeywell.com

Check out
www.sace.net
for information as it becomes available



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2001-2002**

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**North Carolina
ACE
Association of Colleges and Employers**

The North Carolina Association of Colleges and Employers is a professional association dedicated to bringing together all facets of the business, industrial, governmental and postsecondary level educational communities operating within the state of North Carolina which are involved in recruitment, employment, and utilization of personnel. For the ultimate goal of promoting and developing cooperation between members; to develop a high degree of professionalism in the field of recruitment; to promote research and the exchange of information needed to continually develop the practices and procedures used in recruitment; to extend assistance to the membership in the development of professional recruiting practices and policies.

The Flying ACE

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