

Who Will Replace An Aging Workforce?

In the year 2000, 35% of the population in the United States was age 45 or older (Bureau of the Census). By 2008, nearly 40% of the total American work force will be 45 and older. It is expected that by the year 2010, about 54 million workers will be between the ages of 50 and 64 and the 50-plus population of the United States will be about 90 million, or about a quarter of the population based on current growth rates!

Who will employers rely on when their baby boomer workforce starts to retire? According to a report, *Challenges Facing the American Workforce*, issued by the Employment Policy Foundation, the next decade will result in 23 million new jobs in management and management-related occupations. Professional jobs will rise by 7.5 million and will include 2.5 million jobs in mathematics and computer science. Employers need not despair. A recent survey by the American Association of Retired Persons (AARP) shows that 69% of workers over the age of 45 plan to continue working into their retirement years. Many older workers cite money as the motivating factor for extending their careers into retirement, but 84% said they would continue working even if they were financially secure because they enjoy it. 56% of those surveyed stated that they needed to work to pay for healthcare costs. The survey was conducted in May and June 2001 and was based on a national sample of 1500 people between the ages of 45 and 74.

Employers may also want to encourage as many older workers as possible to remain on the payroll, whenever possible, because the next generation of workers is not as large as the baby boomer generation. Employers might want to support semi-retirement through flexible work arrangements: flexible schedules, telecommuting, and flexible conditions of employment. Retirees should also be kept on an on-call basis. Other methods are to use retirees as mentors to younger workers in order to shift the knowledge, skill, and wisdom that they possess. Another way to stall retirement is offering flexible work policies, such as telecommuting, shorter workdays and compressed workweeks.

The preceding article is reprinted from the HR E-Lert, a weekly e-mail newsletter published by Business & Legal Reports, Inc. www.blr.com

Inside this issue...

**NCACE 2003
Conference Details
and Preview!**

**Spotlight on
New Employers**

**Special Feature:
NCACE Through
the Decades**

**Lifetime & Honorary
Members recognized**

**SACE 2002
Conference in Review**



Letter From the President



Dear Colleagues:

This has been quite a winter thus far! From difficulties returning home after the SACE conference, to days and days without electricity, to more ice and snow, cancellations, postponements, and delays, the weather has presented many challenges for our members. Makes one look forward all the more toward May and with it the NCACE Conference.

“Recovery & Rejuvenation: Rollin’ on the River,” this year’s conference scheduled for May 7-9 in Wilmington, promises to be an event not to be missed. Keynote speakers include Dr. Howard Figler and Dr. Bruce Baldwin. Breakout sessions, best practices exchange, and business roundtables will provide additional opportunities for learning and sharing of information. Networking and fun will be featured at the reception at the NC Aquarium at Ft. Fisher. Further details are included in this newsletter and registration information is available at www.ncace.org. (Early Bird registration deadline is March 1 and deadline for hotel conference rates is April 12.)

Pre-conference events offer additional occasions for learning and networking. Pharmaceutical Careers in Science and Sales will be held at aaiPharma in Wilmington on the morning of May 7th. New members are encouraged to attend the New Members Orientation, which precedes the conference.

NCACE conferences in the past have been funded significantly through donations from employer organizations and college/university offices, thereby enabling us to enjoy outstanding programming and events. In the current economic climate, support through contributions is less readily available, but nonetheless essential. If your organization can help, please contact Mike Bailey (919-658-7026) or Marcia Harris (919-962-4481).

The NCACE board and committee chairs met in January at the Hilton Wilmington Riverside. They continue to work on NCACE projects and programs from conference and employer visitation to communications, awards, newsletter, historian, and more. The Awards Committee has sent out a request for nominations. Please consider responding (March 21st deadline). The Leadership Committee will be considering delineating qualifications for honorary lifetime membership. Our historian is preparing a “history” for new member orientation. And of course the excellent product of the Newsletter Committee is here for you to appreciate.

As you may recall, NCACE has set a goal of a membership representing an equal number of employer organizations and colleges/universities. Representation now stands at 38% employer organizations and 61% colleges. Please take a look at our list of new members included in the newsletter and watch for your 2002-2003 Membership Directory that will be arriving soon.

Looking forward to seeing you all in May.

Best regards,
Donna Seckar
NCACE President

NCACE Through the Decades: The '80s

By Lori Bumgarner, UNC-Pembroke

Members Only jackets, Thriller, break dancing, Pac Man, Rubik's Cubes...another decade in the life of NCACE. This is the second of a series of highlights from each decade of our history as a professional organization (as outlined in the NCACE Historical Summary).

The early 80s were a time of new developments in NCACE. New committees cropped up such as the Liberal Arts Committee, Public Relations Committee, Long-Range Planning Committee, and Professional Resources Committee. The Liberal Arts Committee began in 1981 by surveying employer members and asking them to write letters describing job opportunities in their organizations for liberal arts graduates. In 1985, this committee also sponsored a two-day conference held in Charlotte entitled "Work and the Good Life." The program included well-known scholars and business leaders.

Also in 1981, the Long-Range Planning Committee was formed to provide the association additional direction from NCPA Past-Presidents. The committee was "on call" for counsel as needed. That same year, Mary B. Rea-Poteat formed and headed the new Public Relations Committee. In 1982, Mildred English headed the newly established Professional Resources Committee, which facilitated the sharing of professional resources among NCPA members. Association membership was at an all-time high during the 1981-82 academic year, with 105 college members and 133 employer members for a total of 238 members.

The 80s were also a time of special events. On October 26, 1980, NCPA, in conjunction with the NC Association of CPAs, held an Accounting Recruiting Day at Guilford College, with more than 60 college seniors participating. In 1983, Dr. Howard Figler, a nationally-known career development expert, was the feature speaker at the Annual Meeting. The Professional Development Committee partnered with Raleigh-Wake Association to host a 1984 workshop on "Relocation and the Dual Career Couple." The 1986 Annual Meeting held in Myrtle Beach marked the 1st joint meeting between the North Carolina and South Carolina Placement Associations. Also for the first time, NCPA hosted the Annual Southeastern College Placement Association (SPCA) Conference "Birthday Bash." The year was 1986 and it was SPCA's 40th Annual Conference, which was held in Charlotte. In 1989, NCPA celebrated its 20th birthday in Wilmington at the Annual Meeting. The celebration attracted 140 conference participants – an all-time attendance record.

Many of our colleagues were recognized during the 1980s for their service in the association and in the field of career development. In 1981, both Dr. Robert Randall and Joe Galloway retired and were accepted as Lifetime Members by the Executive Committee. Jack Carter and Duncan Hunter were also accepted as Lifetime Members in 1984. The Honorary Lifetime Membership was awarded to Jim Hallman and Jack Smith in 1985.

Retired Director of Career Services at Meredith College, Mildred English, received the Honorary Lifetime Membership in 1989. Two new awards were established by NCPA in 1989 and were presented for the first time at the 20-Year Annual Meeting Anniversary. Sandra Harkin of UNCW was named NCPA Outstanding Professional and Mildred English was given the NCPA Outstanding Service Award.

Stay tuned for...grunge rock, O.J. Simpson, the information age, and dot.com jobs ...the 90s!

The Flying Ace

is produced by the North Carolina Association of Colleges and Employers (NCACE) for the enjoyment and enrichment of its members. Approximate publishing dates are September, December, March and June. Issues are accessible online (via a free Adobe Acrobat Reader) at www.ncace.org.

If you would like to submit articles, updates, or other information for publication, please send your text in a Microsoft Word document to Rhonda Kosusko (rkosusko@elon.edu). Your comments and feedback are always welcome!

NCACE Newsletter Committee

Rhonda Kosusko,
Elon University
rkosusko@elon.edu

Brett Woodard,
Appalachian State University
woodardbj@appstate.edu

SACE Conference is Great Success!

By Rhonda Kosusko, Elon University

The 2002 SACE Conference, "Charting Your Course in a Sea of Change," provided many opportunities for both professional and personal development—and gave participants a chance to spend several days in the luxurious comfort of the Beau Rivage Resort in Biloxi, Mississippi.

Many of those attending the conference arrived on Sunday, December 1, and took advantage of some of the self-guided excursions, allowing them to discover some of the attractions in the Biloxi area. The Beau Rivage, located on the Mississippi Gulf Coast, was an attraction in itself, with a beautiful view of the water, exclusive boutiques, tasty restaurants, a extensive fitness center

(with saunas, steam rooms, hot tubs and a large pool), and for those who were interested in taking some risks, casino games of all kinds. Sunday evening, SACE members had the opportunity to interact with each other during the "Setting Sail with Professional Networking" event.

On Monday morning, new professionals participated in a half-day workshop designed to assist them in their transition to the recruiting and career services arenas. Topics discussed included: *Making the Transition as a Career Services Professional*, *Making the Transition as a Professional Recruiter*, *Future Challenges Facing Career Services*

and Employers (an employer and career services panel); and *A Hands-On Approach to Ethical Issues*. The morning session ended with a luncheon for the new professionals with the SACE Executive Board.

The conference officially opened on Monday afternoon with a performance of traditional Native Ameri-

ings and the President's Opening Reception.

Breakout sessions were held during the day on Tuesday and on Wednesday morning covering a variety of issues of relevance to both employers and career services professionals. Topics included everything from using technology in providing career

services, career counseling with Millennials, ethical issues, marketing career services, selecting and hiring talented people and even the workshop *Dancing Naked is O.K.* To find what that workshop was all about (and about all of the programs presented), see the SACE website, www.sace.net. Handouts from all of the presentations should be available



can dance by native Choctaw Indians. Opening keynote speaker Dave Mitchell, president and key speaker/trainer for his own company, the Leadership Difference, gave SACE members another way to understand themselves, colleagues, and students by defining individuals as either Romantics, Warriors, Experts, or Masterminds. Participants even had the chance to take a brief assessment to determine their "type" and to learn more about potential communication issues which arise between individuals from different groups. The day ended with special interest networking discussions, a new member orientation, state association meet-

ings and the President's Opening Reception. Tuesday evening ended with the Mississippi River Extravaganza, which included dinner and entertainment.

The meeting ended on Wednesday with brunch and the closing keynote speaker, Dr. Stacy Nelson, Director of Pathway to Potential at Celebration Health Florida Hospital in Orlando, Florida. Dr. Nelson discussed communications styles under stress (silence vs. violence) and helped the audience determine their own style. He then shared how these effect individuals in "crucial conversations" and offered ways to improve communication in stressful situations.

Join us for a Grand Time on the Cape Fear... at the NCACE 2003 Annual Conference!

You are cordially invited to join us for an informative and enjoyable annual NCACE Conference, ***Recovery and Rejuvenation: Rollin' on the River***. We will meet May 7-9 at the Hilton Wilmington Riverside. The Hilton is situated on the Cape Fear River in downtown Wilmington, a perfect place to gather with friends and colleagues after a busy year of counseling and recruiting students during a time of economic concerns.

Come prepared to actively participate! The Conference Committee has created an exciting and participatory program that includes opportunities to develop both professionally and personally and to rejuvenate. Educational programs, networking opportunities, and time to explore the rich history of the state's oldest seaport all combine to make this a conference you should not miss. Our keynotes include: Dr. Howard Figler, nationally recognized author, speaker, and seminar leader and Dr. Bruce Baldwin, psychologist, author of numerous books, and John Sullivan, national presenter and Philosophy and Distinguished Professor at Elon University. Concurrent sessions offer in depth programs on useful, go back to the office and try information for employers and college members alike. We invite you to bring your "best practices" to share with colleagues during a designated program time. Take a look at the enclosed "Program-at-a-Glance" to find out more.

For the all-important opportunity to network with new and old professional colleagues, the Local Arrangements and Recreation Committees are developing some unique events. Get ready to kick off the first evening of the conference with an opening reception by being transported via Enterprise Rent-A-Car passenger vans to the state's largest aquarium. The North Carolina Aquarium at Fort Fisher will take you through a stimulating journey from the rivers and estuaries and ultimately into the Atlantic Ocean where you might have an opportunity to talk with a sea creature that can carry on a conversation. The fun/run walk will wind its way through the many historic brick and cobblestone streets so start training to predict your best time now. For those of you who play or sort of play golf, Dr. Lennie Barton, our associations' undeclared professional golfer, has planned an association tournament to Magnolia Greens, site of a recent LPGA qualifying round. So, if all of this doesn't get you going, you might want to consider a historic home tour, the ghost walk, a horse drawn carriage ride, visiting one of the museums or art galleries or if you cannot find anything else to do, there is always shopping and the beach.

We encourage you to dress in business casual attire for the conference with the exception of one time. On Thursday evening, the Cape Fear River Extravaganza and Distinguished Awards dinner will be a time to recognize those professionals who have made a difference to our field and organization. Therefore, we encourage you to wear cocktail attire.

As you can see, the conference certainly will be a time of recovery and rejuvenation. Come join us!

Karen Thompson and Marie Sumerel, *NCACE 2003 Conference Co-Chairs*

Registration fees:

\$130 - Early Bird Members
(postmarked by 3/01/03)

\$150 - Regular Members
(postmarked after 3/01/03)

\$150 - Non-Members

For registration information and forms, please contact:

Ms. Lora Wical
Kenan-Flagler Business School
University of North Carolina-Chapel Hill
CB#3490, McColl Building
Chapel Hill, NC 27599-3490
Phone: 919-962-3170 Fax: 919-962-6964
Email: wical@unc.edu

You may also download the registration form, door prize donation form and pre-pay hotel invoices at www.ncace.org

Program-at-a-Glance:

**NCACE 2003 Conference
May 7-9 Riverfront Hilton
Wilmington, NC**

Wednesday, May 7, 2003

9:00-12:00 Registration
 11:30-1:00 New Member Orientation
 1:30-2:00 Opening/Welcome/Announcements
 2:00-3:15 **Keynote:** *The Magic of Morale*, Dr. Bruce A. Baldwin, Direction Dynamics
 3:15-3:30 Health Break
 3:30-5:00 **Breakout Session:** Dr. Bruce Baldwin
 6:00-7:30 Reception at the NC Aquarium (transportation provided)
 8:00 Dine with colleagues at various Wilmington Restaurants

Thursday, May 8, 2003

7:00-8:00 Fun Run/Walk - Jim Allison, Coordinator
 7:30-9:00 Registration
 8:00-9:00 Breakfast (College/University Directors meetings at reserved tables)
 9:00-10:15 **Keynote:** *Essence vs. Ego: Is it Your Career or Theirs?* – Dr. Howard Figler
 10:15-10:30 Break
 10:30-11:30 **Concurrent Sessions:**
I. *Ethics in Personal and Professional Life* – Gordon Patterson, Senior Faculty Member, Center for Creative Leadership, Greensboro, NC
II. *A Collaborative Model for Senior Year Success* – Dr. Joan E. Dominick, Kennesaw State University, GA
III. *Hiring in Times Like These* – D. Scott Jolley, Duke Energy Co.
 11:30-12:30 **Concurrent Sessions:**
I. *Discussion of Keynote* – Dr. Howard Figler
II. *Legal Issues Related to Employment* – Kim Korando, Smith Anderson Law Firm, Raleigh, NC
III. *Web-Based Technology for Career Centers* – TBA
 12:30-1:30 Luncheon and Business Meeting
 1:30-3:00 **Best Practices for Career Centers:**
 Group A: Schools with less than 6,000 students - Barbara Efird, Peace College
 Group B: Schools with 6,000-13,000 students - Joyce Edwards, NC A&T
 Group C: Schools with more than 13,000 students - Carol Schroeder, NCSU
**Note: School sizes are general guidelines. Participants may attend any session.*
 1:30-3:00 **Business Roundtable:** Sam Tucker, VP for Human Resources, VF Jeanswear
 3:00-6:30 Free time for networking and relaxation
 6:30-7:00 Reception
 7:00-8:30 Cape Fear River Extravaganza and Distinguished Awards - Business Attire Please

Friday, May 9, 2003

8:00-9:00 Breakfast
 9:00-10:00 **Keynote:** *At the Threshold Between Two Worlds*, Dr. John Sullivan, Elon University
 10:00-10:15 Recreation Awards
 10:15-11:00 Passing of gavel from Donna Seckar to Pam Brumbaugh; Presentation of new officers and committees
 11:00-12:00 NCACE Executive Board Meeting

NCACE Awards Nominations Needed Now!

The call is out for you to nominate NCACE members for one of the 2003 awards: OUTSTANDING PROFESSIONAL, FURNEY K. JAMES OUTSTANDING SERVICE, and OUTSTANDING EMPLOYER.

We have many members who have made significant contributions to our organization and profession. These three awards provide the opportunity to show our appreciation and to recognize the accomplishments of those who have worked diligently for NCACE.

Please take a moment to nominate deserving NCACE colleagues for one of these awards. The awards will be presented at the May annual conference in Wilmington. Nomination forms were emailed and snail mailed to you February 4th. If you need forms, or have questions, please call Pam Brumbaugh at 336/278-6538 or Brutus Jackson at 252/335-3287. Our past recipients are listed below.

Furney K. James OUTSTANDING SERVICE AWARD

The NCACE Outstanding Service Award recognizes outstanding service rendered to NCACE by a member or former member of the Association. Recognition is for one or more of the following:

1. A significant contribution to NCACE through participation on committees or attendance at NCACE functions.
2. Demonstrated leadership in NCACE for a significant number of years.
3. Development of a new program or concept with a positive impact on the Association.

2001-02	Pam Brumbaugh
2000-01	Carolyn Mark
1999-00	Jerry Allen
1998-99	Margie Swartout
1997-98	Karen Kirchof
1996-97	Sid Norvell
1995-96	Lydia Arledge
1994-95	Tony Michaels
1993-94	Mike Bailey
1992-93	Lennie Barton
1991-92	Karen Thompson
1990-91	Furney James
1989-90	Rusty Sitton

OUTSTANDING PROFESSIONAL AWARD

The NCACE Outstanding Professional Award recognizes significant contributions to the postsecondary career services and employment field by a member or former member of the Association. Recognition is for one or more of the following:

1. Demonstrated exemplary leadership in the post-secondary career services and employment field.

2. Significant research, publications and/or presentations that have impacted the profession.
3. Development of a model or creative program or concept that impacts the post-secondary career services and employment field.

2001-02	Brutus Jackson
2000-01	Gordon Folger
1999-00	Joyce Edwards
1997-98	Leon Warren
1996-97	Jennifer Brooks
1995-96	Bob Thirsk
1993-94	Ed Kelly
1992-93	Mary B. Rea-Poteat

OUTSTANDING EMPLOYER AWARD

The NCACE Outstanding Employer Award recognizes service rendered to NCACE by and employer of the Association. This award is based on organization involvement. Recognition is for one or more of the following:

1. Continuous membership in the Association for a minimum of three years.
2. A significant contribution to NCACE through participation as an officer, on committees, or attendance at NCACE functions.
3. Demonstrated leadership in the Association for a significant number of years.
4. Sponsorship of conference events, workshops, visitations, etc. that provides a positive impact on the Association.
5. Participation in campus activities (job fair participation, leadership conferences, career seminars).

2001-02	Belk Stores Services
2000-01	Enterprise Rent-A-Car
1998-99	United Parcel Service (UPS)
1997-98	Burlington Industries

Members in Transition: Lifetime and Honorary Lifetime Member Recipients

The Awards Committee now has the responsibility and pleasure of reporting about members who have received designations from the Executive Board as a Lifetime Member upon retirement, or as an Honorary Lifetime Member when a job change removes a member with long years of service from the recruiting arena. The following six folks have been in transition and we would like to update their information. They will be recognized at the Annual Conference in Wilmington in May.

Pam Brumbaugh & Brutus Jackson,
Awards Committee Co-Chairs

Patrick Williams – *Lifetime Member*

Pat, who retired from his position as Testing Coordinator/Counselor at Wilson Technical Community College in April 2002, joined NCACE (then NCPA) in the summer of 1981. Many will remember his guitar playing poolside and in the hospitality room during annual conferences (how did he do that with cigar in hand?). And his stint as Uncle Pat the Advice Columnist for job seekers in our newsletter in the early 90's. Pat took his turn on several annual conference committees, and served as Treasurer for two years from 1994-1996. Next he served in the trio spots as President-Elect 1996-97, then President in 1997-98, and then Past President 1998-99.



Gordon Folger – *Lifetime Member*

Gordon Folger became a Lifetime Member of NCACE when she retired from her job as Director of the Meredith College Career Center, where she had served from 1987 to 2002. She joined NCACE in 1988 and provided leadership on many committees: among them were Professional Development,



Leadership, and Awards. She was honored by her colleagues with the Outstanding Professional Award in 2001.

Leon Warren – *Lifetime Member*

In 2001 Leon retired from his position as Associate Vice Chancellor for Student Affairs for Career Services at NC A & T State University, where he had served for 29 years. Appointed as Director of Career Planning and Placement in 1979, over the years he developed the office from a staff of two people to one of eight professionals. Leon joined NCACE in 1981 and provided 20 years of faithful service and leadership on numerous committees, including the Awards and the Leadership committees. His NCACE colleagues honored him with the Outstanding Professional Award in 1998.



Lennie Barton – *Honorary Lifetime Member*

Lennie has just accepted a new position to begin March 2003 as Vice Chancellor for Alumni Relations and Executive Director of the NCSU Alumni Association. Lennie, who joined the NCSU College of Textiles staff in 1977, became Assistant to the Dean and Director of Development in 2001, leaving his previous position as Assistant to the Dean and Director of Placement there. When he moved from recruitment into development, the Executive Board elected Lennie to Honorary Lifetime Member status. He joined NCACE in 1986 and has served in numerous roles: at least 6 times on the Annual Conference committee, and 5 times on the Executive Board, Membership chair, Employer Visitation, Awards, Leadership, President Elect in 1993-94, President in 1994-95, followed by Past President in 1995-96. NCACE honored Lennie with the Outstanding Service Award in 1993.



Continued on next page

Lifetime Members Honored *continued*

Tony Michaels – *Honorary Lifetime Member*



In 2002 Tony, formerly Director of Career Development and Staffing for Burlington Industries, formed TMC Network LLC, a human resources consulting firm headquartered in Greensboro. At that time, the NCACE Executive Board

elected Tony to Honorary Lifetime Member status. Tony joined NCACE in 1986 and played many leadership roles through the years: Annual Conference committee several times, Executive committee, Nominating committee, Leadership, and Awards. He served as President Elect in 1994-95, President in 1995-96, and Past President in 1996-97. As President he presided over the historic name change in May 1996 from NCPA to NCACE. NCACE honored Tony with the Outstanding Service Award in 1995. On a regional level, Tony was SACE president, and received the Distinguished Service Award in 1999. On the national level, he served as a NACE Director and received 3 "Awards of Excellence" for programs he developed. In 1999 he was named "NACE Employer of the Year."

Jim Westmoreland – *Honorary Lifetime Member*



In May of 2001 Jim moved from the Student Life arena as Director of the ECU Career Services to the Academic Affairs arena as Associate Dean for External Affairs for the ECU School of Business.

At that time, the NCACE

Executive Board elected Jim to Honorary Lifetime Member status. Jim joined NCACE in December of 1981, and for more than 20 years, has served as a conference presenter, Historian, and member on numerous committees, including the Directory and the Awards committees.

NCACE 2003



Waterside at the Hilton!

Informative Sessions!

Leadership Practices!

Motivational Speakers!

Inspirational Breakouts!

New Members!

Great Nightlife!

Tasty Food!

Outside Activities!

New Ideas!

May 7-9
Wilmington, NC

Welcome New NCACE Members!

Darlene Broadhurst

Graduate Assistant
Career Development Center
Appalachian State University
225 Tater Hill Estates Dr., Apt. 7
Boone, NC 28607
(828) 297-9667
darrinnc@yahoo.com

Linda Citak

Staffing Manager, Baxter Healthcare
PO Box 1390
Marion, NC 28752
(828) 756-6519
linda_citak@baxter.com

Joseph Dzienis

Staff Development Coordinator
Three Springs of NC
PO Box 1370
Pittsboro, NC 27312
(919) 542-1104
dzienisjoseph@hotmail.com

Sarah Evans

Senior HR Specialist
Raleigh Service Center
US Office of Personnel Management
4407 Bland Rd, Suite 200
Raleigh, NC 27609-6296
(919) 790-2817
seevans@opm.gov

Allan Goldberg

Director, Raleigh Service Center
US Office of Personnel Management
4407 Bland Rd, Suite 200
Raleigh, NC 27609-6296
(919) 790-2817
angoldbe@opm.gov

Holly Guss

Career Resource Specialist
Duke University
Box 90950 - 110 Page Building
Durham, NC 27708-0950
(919) 660-1055
holly.guss@duke.edu

Marcus Lea

HR Specialist, Raleigh Service Center
US Office of Personnel Management
4407 Bland Rd, Suite 200
Raleigh, NC 27609-6296
(919) 790-2817
mllea@opm.gov

Caroline Lytle

Campus Recruiter
Northwestern Mutual Financial Network
4020 Westchase Blvd., Suite 275
Raleigh, NC 27612
(919) 755-3254
caroline.lytle@nfmfn.com

Shelby Newton

Human Resources
Greensboro News & Record
PO Box 20848
Greensboro, NC 27420
(336) 373-7033
snewton@news-record.com

Maria Pannozzo

College Recruiting Manager
Lowe's Companies, Inc.
1605 Curtis Bridge Road
PO Box 1111
N. Wilkesboro, NC 28656-0001
(336) 658-5558
maria.m.pannozzo@lowes.com

John Patterson

HR Specialist, Raleigh Service Center
US Office of Personnel Management
4407 Bland Rd., Suite 200
Raleigh, NC 27609-6296
(919) 790-2817
jwpatter@opm.gov

Karen Reynolds

Director, Blair House Career Dev. Ctr.
Queens University of Charlotte
1900 Selwyn Ave.
Charlotte, NC 28274
(704) 337-2337
reynoldk@queens.edu

Debbie Yates

Personnel Technician
Southeastern Regional Mental Health
207 W. 29th Street
Lumberton, NC 28358
(910) 738-5261
dyates@srmhc.org

Kudos to...

Rita Baker, formerly Assistant Director at the UNC Charlotte University Career Center, on her promotion to Sr. Assistant Director.

Nicholas T. Christian, formerly Assistant Director/Business Career Advisor at the UNC Charlotte University Career Center, on his new position at Urbana University in Ohio.

Woody Catoe, formerly in private practice, is a new Assistant Director in the NC State Career Center.

June Caummisar, formerly a Counselor at the NC State Career Center, has left the center to be with Sidney, her daughter who was born in August.

Spotlight

on New Employers

Ed Bailey

United Parcel Service

I reside in Huntersville, NC and serve as the West Carolina District Human Resources Manager for United Parcel Service. I am responsible for all people-related issues for 5500 employees, including safety, benefits, training, and employment issues. My role is to oversee the entire district staffing.

UPS mainly recruits for part employees, but occasionally has needs for other positions in HR, Engineering, and Finance.

Joseph Dzienis

Three Springs of NC

My friends call me Joe. I'm married to my wife Kristin. I'm originally from Philadelphia, PA. I'm an Army brat so my family traveled a great deal while I was growing up. Most of my family lives in Georgia. Kristin's family is from Florida. I've worked with kids most of my life.

I came to Three Springs about eight years ago and started as a counselor. Three Springs is an Outdoor Residential Treatment Program for adolescent boys, ranging in age from 12-17. The boys that we provide services to

come to us with a number of emotional or behavioral problems. Three Springs is a long term treatment program. The average length of stay for our boys is between nine months and one year. Three Springs of North Carolina is located about eight miles west of Pittsboro, NC.

As the Staff Development Coordinator, I am very much involved with recruiting new counselors. In addition, I'm involved with training and I maintain the training records for our campus. Our counseling positions are entry level, residential positions and most of our candidates are right out of college. They are generally looking to gain some practical experience before moving on to Grad School or other more institutionalized settings. So it is with colleges and universities that I direct most of my recruiting efforts.

Marcus L. Lea, MPA
*Raleigh Service Center,
US Office of Personnel
Management*

I am originally from Durham, NC. I graduated from Morehouse College in 1996 with a Bachelor's degree in Marketing and from North Carolina Central University (NCCU) with a

Master's degree in Public Administration in 2000. I am currently enrolled in NCCU's Evening Law Program.

I have worked with the Federal Government for 2 ½ years. In that time, I've worked with the U.S. Department of State and the U.S. Office of Personnel Management. I currently serve as a Human Resources Specialist with the Raleigh Service Center of the U.S. Office of Personnel Management. I serve as one of several specialists with responsibilities primarily focused on staffing and recruitment for federal agencies. This involves advising agency HR professionals and management on the best ways to fill vacant positions; analyzing positions to develop ranking criteria; preparing and advertising announcements; reviewing applications; and referring a list of best qualified applicants to the agency for further consideration. I am also involved in project work from time-to-time, including organizational assessments, employee training, etc.

The positions we fill are primarily competitive service vacancies within federal agencies. We fill a large variety of positions ranging from general laborer to physician.

***More Spotlight
on next page***

Spotlight on New Employers *continued*

C. Maria Pannozzo

Lowe's Companies, Inc.

I am the College Recruiting Manager for Lowe's - the world's second largest home improvement retailer. I recruit college students for internship and full-time opportunities in many different corporate departments, including Logistics, Distribution, Marketing and Loss Prevention. I am originally from the Boston area and hold a master's degree in Organizational Psychology from Columbia University.

Debbie Yates

Southeastern Regional Mental Health, Developmental Disabilities and Substance Abuse Services

Southeastern Regional MH/DD/SAS is a multi-county area Authority providing comprehensive mental health, developmental disabilities and substance abuse services to the citizens of Robeson, Scotland, Columbus and Bladen counties.

I function as the Recruitment/Benefits Coordinator for the Area Program. We recruit for case managers, counselors, therapists, physicians, nurses, and administrative and residential staff.

Spread the Word!

For your Spring Career Expo, On-Campus Interviewers, or upcoming Trade Shows, don't forget to make available our NCACE brochures! Help us spread the word on how valuable membership in NCACE can be! Just call (336-272-7102 ext. 259) or email (thorntonn@gborocollege.edu) and we will make sure you have plenty to distribute.

Nicka Thornton & Fran Volgelein,
Communications/Marketing Committee

Sponsors Needed for

NCACE Annual Conference

The 2003 conference program will have the same high quality you expect from NCACE. We need your help to defray the conference costs. If you have sent in your gift, THANK YOU, if not please send your check to:

Dana Sumner
3800 Hillsborough Street
Raleigh, NC 27607

Sponsorship Levels:

DIAMOND	\$500+
GOLD	\$250 - \$499
SILVER	\$100 - \$249
BRONZE	\$10 - \$99

NCACE Tax ID # 56-1313958

We thank you for your continued support. We will see you in Wilmington!

Marcia Harris and Mike Bailey, Co-Chairs
NCACE Sponsorship Committee

Did you know...

The new 93,000 sq. ft. N.C. Aquarium at Fort Fisher re-opened in 2002 with the theme "Waters of the Cape Fear." Visitors journey from freshwater rivers and swamps to reefs and the open ocean. The centerpiece, "Cape Fear Shoals," is a 235,000-gallon tank with sharks, barracudas, loggerhead sea turtles, etc. Soon after it debuted, "Cape Fear Shoals" made a splash on The WB weekly television series "Dawson's Creek." Another major exhibit, "Freshwater Wetlands of the Cape Fear," is housed in a 20,000 sq. ft. conservatory with gar, catfish, alligators and water snakes.

Learn about the N.C. Aquarium and much, much more at the NCACE Conference in Wilmington, N.C. May 7-9, 2003!

NCACE 2002-2003

Board & Committee Co-chairs

President – Donna Seckar, UNCG

President-Elect – Pam Brumbaugh, Elon University

Past-President – Marilyn Honeycutt, Wrangler

Secretary – Carolyn Mark, NC A&T

Treasurer – Dana Sumner, Meredith College

Executive Committee –

College Representatives:

Jeannette Moss, Wake Tech Comm. College

Jeff Nardo, Coastal Carolina Comm. College

Employer Representatives:

Scott Jolley, Duke Energy Corp.

Mike Bailey, Southern Bank and Trust

Mandy Collie, Enterprise Rent-a-Car

Conference Committee –

Karen Thompson, UNC-Wilmington

Marie Sumerel, Meredith College

Awards Committee –

Brutus Jackson, Elizabeth City State University

Pam Brumbaugh, Elon University

Employer Visitation –

Kent Hester, NCSU College of Textiles

Sarah Moore, Pfeiffer University

Communications/Marketing –

Nicka Thornton, Greensboro College

Fran Vogelein, UPS

Leadership Committee –

Joyce Edwards, NC A&T

Tony Michaels, TMC Network

Membership Committee –

Leslie Rand Pickett, UNC-Wilmington

Michelle Brown, Appalachian State University

Professional Development Committee –

Thom Rakes, UNC-Wilmington

Carmen Dorsey, NC Central

Technology Committee –

Nick Christian, Urbana University (Urbana, OH)

Beverly Marchi, NCSU

Newsletter Committee –

Brett Woodard, Appalachian State University

Rhonda Kosusko, Elon University

Historian –

Lori Bumgarner, UNC-Pembroke

NCACE Statement of Purpose

The purpose of the North Carolina Association of Colleges and Employers (NCACE) shall be to bring together all facets of the business, industrial, governmental, and postsecondary level educational communities operating within the state of North Carolina which are involved in the placement, 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 placement; to promote research and the exchange of information needed to continually develop the practices and procedures used in placement; to extend assistance to the membership in the development of professional recruiting practices and policies.