

North Carolina Association of Colleges and Employers

The Flying ACE

A Partnership of Business, Education and Government

Summer 2003

NCACE Conference Rejuvenates Participants

By Marie Sumerel, Meredith College

One hundred and eleven NCACE members gathered in Wilmington, NC, May 7-9, to share ideas, hear keynotes of distinction, learn from concurrent sessions and enjoy each other's company. According to the feedback, members enjoyed the time of "recovery and

rejuvenation...rolling on the river."



Conference attendees enjoyed an evening of live jazz and great food during the opening reception at the North Carolina Aquarium at Fort Fisher.

The conference program consisted of three keynote addresses and eight concurrent sessions. Members honored their own at an extravaganza and awards ceremony and enjoyed a relaxing visit to the North Carolina Aquarium in Fort Fisher. Of course, networking was a key component of the golfing

and fun run events. In addition, we had three exhibitors who shared information about their organizations.

Members shared these thoughts and impressions on the conference...

"I was able to take something from every session attended."

"The keynote message by Dr. Figler was enjoyable and entertaining."

"Sharing information with colleagues, good program content, I came away with new ideas. I especially liked the pharmaceutical careers workshop."

"Hiring in Times Like These" by Scott Jolley was good. I liked hearing about what recruiters need from us and what they are looking for in strong candidates."

"The best practices. This should be included every year."

"Networking, concurrent sessions I attended were excellent: collaborative model for senior year success, legal issues related to employment, reception at aquarium at Fort Fisher was wonderful! Great idea!"

As you can see, networking is a major factor in attending the NCACE conference. One participant said she came to "discuss events and trends in the field, for professional development opportunities, and to reconnect with friends and colleagues." This is how we stay energized in our jobs. Make plans now to be in Asheville for the 2004 NCACE conference!



Dr. Howard Figler provided a lively and inspirational keynote address.



Letter From the President



Dear Colleagues:

I feel honored and appreciate the opportunity to take my turn in the role as President of NCACE for the 2003-2004 year, our 35th anniversary year. As a member for 16 years, I have watched able and energetic people fill the presidential position to accomplish great things.

I think most recently of Donna Seckar, last year's president, who led her executive team to a super grand finale last month in Wilmington at our Annual Conference. That team produced an updated membership brochure, a redesign of the website, and clearer membership categories, among many accomplishments. Many thanks to Donna for all her thoughtfulness and hard work on behalf of NCACE

I recall Marilyn Honeycutt's able leadership ('01-'02) through a year overshadowed by 9/11 and a downshift in the job market. Jennifer Brooks' ('00-'01) team put the NCACE newsletter on line, saving us thousands of dollars and catapulting us into the 21st century. You catch the drift of past NCACE leadership strength – big shoes to fill!

As in previous years, membership expansion is a primary goal this year. My hope is to continue general membership growth with a specific focus on increased employer participation. At conference time, we had 167 members: 44% employers, 56% colleges. Secondly, NCACE needs to continue its forward motion in the technological arena toward more on line use and flexibility.

To plan for the year to achieve those goals, the NCACE Executive Board and Committee Co-Chairs will meet at Elon on July 10-11 for the annual planning retreat. Members of the executive team are listed elsewhere for your information and convenience. If you want to participate on a committee and have not signed up yet, please contact the appropriate committee co-chair to indicate your interest. Executive Board members and committee co-chairs will be highlighted in a "Meet the Executive Team" section in each newsletter so you can get to know us better.

Congratulations are in order for the 2003 Annual Conference Co-Chairs, Karen Thompson and Marie Sumerel, and the conference planning committee for producing a wonderful program in Wilmington. Long hours of hard work on logistics, programming, entertainment, registration, sponsors, and door prizes paid off with one of the best conferences ever. Look for details elsewhere in this newsletter.

And it starts again – 2004 Conference Co-Chairs Holly Sweat and Kent Hester have already visited the Marriott Renaissance in Downtown Asheville to scout for the 2004 Annual Conference May 5-7. Mark you calendars now and work it into your budget because you won't want to miss our 35th Anniversary celebration in Asheville.

Welcome to an exciting NCACE 35th Anniversary year. If you have questions or want to share suggestions, please feel free to contact me at pbrumbaugh@elon.edu or 336/278-6538. I look forward to working with you.

Best regards,
Pam Brumbaugh
NCACE President

NCACE Through the Decades: The '90s

By Lori Bumgarner, UNC-Pembroke

Grunge rock, O.J. Simpson, dot-commers... NCACE closes out the 20th century with style! This is the third of a series of highlights from each decade of our history as a professional organization (as outlined in the NCACE Historical Summary).

The history of NCACE in the 90's reflects a decade of rapid changes. The biggest change that took place in the association was our name change. At the 1996 May Business Meeting, the membership voted unanimously to change the organization's name from North Carolina Placement Association (NCPA) to North Carolina Association of Colleges and Employers (NCACE) to reflect the changing times and purposes of the career services field. In 1997, discussions regarding a possible merger between NC Co-op Association and NCACE began, and a task force was created. Finally, a new Outstanding Employer Award was voted upon, passed, and first given at the 1998 Annual Conference to Burlington Industries.

Change is also evident in many of the topics for the professional development workshops held during the 90's. From 1991 to 1993, change was a recurring theme, from a professional development workshop entitled "Riding the Wave of Change" by Chris Musselwhite of the Center for Creative Leadership (1991), to the 1992 annual conference theme of "Conquering the Challenge of Change" and the 1993 theme of "Customer Service: Changes in Latitude, Changes in Attitude."

The mid 90's focused on new technology in the field of career services. During the 1995-1996

academic year, three technology workshops were held: "Introduction to the Internet," "Considering the Role of Interactive Video Technology," and "Optical Scanning Technology for Resume Selection." These workshops culminated in the 1996 annual conference entitled "Technology, Quality, Reality." During the 1996-1997 year, two more technology workshops were held: "PowerPoint and Other Presentation Software" and "Utilizing Technology in the Recruiting Process." Finally, in 1997-1998, three technology workshops were held on "Homepage Development," "Building Interactivity into Your Website," and "Learn How Employers are Using the Internet to Recruit Employees." Other topics of interest during the 90's included workshops on "Team Building in a Total Quality Setting" and Steven R. Covey's "Seven Habits of Highly Effective People."

Both the 25th and 30th anniversaries of NCACE were celebrated in the 90's. In 1994, the 25th Anniversary Conference entitled "Back to the Future" was held in Southern Pines, NC where the Outstanding Professional Award was given to Ed Kelly from Wayne Community College and the Outstanding Service Award went to Mike Bailey from First Citizens Bank. The 1999 annual conference celebrated NCACE's 30th anniversary with a theme of "A 30-Year Partnership" and was held in High Point, NC where Margie Swartout received the Outstanding Service Award and UPS received the Outstanding Employer Award.

At the 1991 annual conference, the Outstanding Service Award was given to Furney Keith James posthu-

mously. He was the Director of Career Planning at East Carolina University and the award is now named after him. The 1995 annual conference took place in Myrtle Beach, SC and was a joint conference with the South Carolina Placement Association. The conference theme was "Crossing the Border...Expanding the Boundaries." Another joint conference was held in 1997 with the Virginia Association of Colleges and Employers in Williamsburg, VA.

Stay tuned for...Y2K, palm pilots, mp3s, American Idol...the new millennium!

The Flying Ace

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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!

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Web-Based Technology for Career Centers

By Thom Rakes, UNC-Wilmington

A full house attended a panel presentation at the recent NCACE conference on the major web-based programs designed to help campus offices manage their job listings, student resumes, employer databases, on-campus recruiting and job fairs.

Carolyn Mark, NC A&T, described their use this year of a new service by Simplicity, Inc (www.simplicity.com). This web-based software allowed their office to automate many of the administrative tasks associated with their major career fair, including online employer registration and special facility requests, automatic employer confirmation and billing, and downloading of employer information into a student program for the event.

David Magee, Elon University, reported on their use of the College Central Network (www.collegecentral.com). Described as "the nation's largest network of small, mid-size and community college job seekers," CCN helps college career service professionals manage their career centers, host virtual job/grad/teacher fairs and manage live events. The Career Services Central module offers employer posting and resume search capability, on-campus recruiting, alumni mentoring, counseling and placement notes.

Holly Guss described Duke University's use of MonsterTRAK (www.monstertrak.com). Described as the "leading online global careers network, and the world's #1 hiring management resource," MonsterTRAK is a portion of Monster.com targeted to the college market. Their services include extensive online job listings, a resume database, a career contact and alumni network, numerous online job search tools - including an employer showcase and a major-to-career converter and other online resources. The newest service is InterviewTRAK, providing online management for on-campus recruiting programs.

Patrick Sullivan, Wake Forest University, described the variety of functions available through the eRecruiting/Experience system (www.experience.com). Recent contracts with HotJobs and CareerBuilder add national job listings to those entered by each campus. Their web-based service includes a student resume database, web resume books for employers' review, a campus-level employer database, and a complete online on-campus recruiting program. In addition to resumes, students can upload other documents such as cover letters, work samples and evaluation letters. Student

resources include newsletters, online training and research reports on companies, careers and industries from WetFeet.

Tim Stiles, UNC-Chapel Hill, reviewed the newest player in this field, NACELink (www.nacelink.com). Developed by the National Association of Colleges and Employers (NACE) and an employer organization, DirectEmployers, this product provides an online national job posting and resume site. Offered as a membership service of NACE, campuses can choose one of three versions: Connect, linking to a general website; Custom, allowing the campus to customize the website and use other services; and CampusInterview, a component still in testing which adds interview scheduling to the Custom version.

The panel was moderated by Thom Rakes, UNC-Wilmington.

NCACE Conference Sponsors

Marcia Harris and Mike Bailey would like to thank all of the conference sponsors. Your generosity allowed NCACE to have a conference worth remembering. When any of you meet with any of the sponsors please take the time to say thank you.

Thank you! See you in Asheville!

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Elon University
Mt. Olive College

NCACE Pre-conference: Pharmaceutical Careers in Science & Sales

By Thom Rakes, UNC-Wilmington

Twenty-five NCACE college members attended a special pre-conference program on the hot careers in the pharmaceutical industry on May 7, 2003. Held on the international headquarters campus of aaiPharma in Wilmington, the program featured a tour of several research operations at aaiPharma, plus two employer panels.

The panel for Pharmaceutical Careers in Science included representatives from Pharmaceutical Product Development, Inc. (PPD), the Julius L. Chambers



Marshall Skelton, Human Resource Manager, Pharmaceuticals Division, for aaiPharma provided current information on sales careers in the pharmaceutical industry during the NCACE pre-conference program.

Biomedical/Biotechnology Research Institute, LabCorp, and aaiPharma. While employers varied on their educational requirements- some accepted bachelor graduates and others only masters or above - all emphasized the importance of laboratory research experience for applicants.

The Pharmaceutical Careers in Sales panel included representatives from Bayer Pharmaceuticals, Centocor/Johnson&Johnson, Pan American Laboratories and aaiPharma. While all panelists desired applicants with some science background, the clear preference was for candidates with strong sales experience. Most sales professionals work independently, so their jobs require a high level of internal motivation, tenacity, assertive sales skills, and a clean driving record. Drug screens are an important pre-employment process for all pharmaceutical science and sales positions.

Book Review

Robbins, A., & Wilner, A. (2001). *Quarterlife crisis: The unique challenges of life in your twenties*. New York: Penguin Putnam Inc.

Reviewed by Amelia Gignilliat, UNC-Greensboro

This national bestseller offers a look at the crisis that many twenty-somethings experience after graduating from college, referred to as the quarterlife crisis. The mid-life crisis we are all familiar with, which is spawned from stagnancy and predictability, is very different from this phenomenon, which incorporates an utter lack of stability. The authors have compiled many individual accounts from college graduates who seem overwhelmed by their transition.

Some of the issues presented are balancing family and career, difficulty after relocating, and the change in structure from college to the working world. The book is written as if it speaks directly to those going through this transition, yet is easily read by those in another generation. It lets you walk in the shoes of someone in their twenties and get a feel for what they are facing. Feedback is provided in many anecdotes regarding the role that classes and career services have played in career choice and success.

I think career counselors and employers alike can glean insightful information from this book. Whether or not you think the idea of a quarterlife crisis is valid, reading these personal accounts can still shed light on the perspective of twenty-somethings and how some of their anxiety can be alleviated by strategizing while they are still in college. It also relates to employers in the areas of retention and productivity. For example, I think this book completely supports the need for students in all majors to do internships and familiarize themselves with the difference between a textbook concept and application at work. All in all, it is not only useful but also is a moderate length for those who do not have a lot of extra time to read.

2003 NCACE Outstanding Awards

Pam Brumbaugh, Elon University

At the Annual Conference on Thursday night at the Awards Banquet in Wilmington, Audrey "Oprah Winfrey" Abron presided as Master of Ceremonies. Members of the Awards Committee assumed the identity of their favorite actor to carry out an academy award theme.

Carmen "Dianne Carroll" Dorsey presented lifetime member certificates to Patrick Williams and Gordon Folger. Melanie "Julia Roberts" Rights awarded certificates to Leon Warren and Lennie Barton. Mike "Tommy Lee Jones" Bailey presented Tony Michaels and Jim Westmoreland with honorary lifetime member certificates.

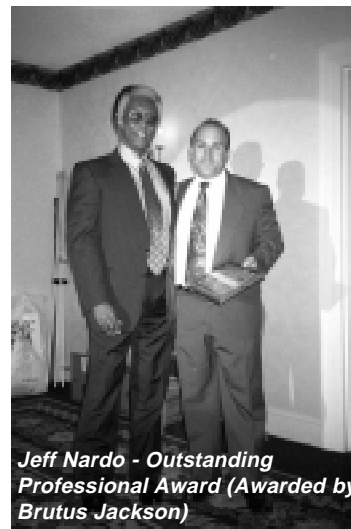
Presentation of the NCACE 2003 Outstanding awards followed. Pam "Queen Latifah" Brumbaugh joined Carmen "Dianne Carroll" Dorsey to honor Brenda Tyson and Patrick Williams as joint recipients of the Outstanding Service Award. Then Brutus "Morgan Freeman" Jackson surprised Jeff Nardo with the Outstanding Professional Award. Finally, Audrey "Oprah" Abron, presented the Outstanding Employer Award to VF Jeanswear. Marilyn Honeycutt and Sam Tucker accepted on behalf of VF.



Outstanding Employer Award – VF Jeanswear has contributed members who have filled key NCACE leadership roles for over 15 years, including two presidents. They have been long time conference sponsors, newsletter contributors, and meeting hosts. Additionally they have provided internships and classroom speakers to member schools. Clearly, VF Jeanswear meets each award criterion: 1) Continuous membership in the Association for a minimum of three years, 2) Significant contribution as an officer, on

committees, or attendance at functions, 3) Demonstrated leadership for a significant number of years, 4) Sponsorship of events, and 5) Participation in campus activities.

Outstanding Professional Award – Jeff Nardo, Career Services Coordinator at Coastal Carolina Community College, has been a NCACE member for the last 10 years. Jeff has provided leadership to



NCACE as a College Rep, as Co-Chair of the Communications & Marketing Committee, and as Co-Chair of the 2001 Annual Conference Committee. Jeff is an avid contributor to professional journals with numerous articles in the NCACE *Journal of Career Planning & Employment*, NACE

Spotlight, and NACE *Planning Job Choices*. This spring, he taught a NACE web seminar. His job fairs have been recognized nationally for quality. Jeff is recognized by NCACE for his "demonstrated exemplary leadership in the post-secondary career services and employment field," and his "significant publications and presentations that have impacted the profession."

Furney K. James Outstanding Service Award – Two long time members, **Brenda Tyson**, Director of Career Services at Belmont Abbey College, and **Patrick Williams**, retired from Wilson Technical Community College, received the Outstanding Service Award. They were recognized for their significant contributions to NCACE through "demonstrated leadership for a significant number of years," and participation on committees and conference attendance for years.

Brenda, a member of NCACE for 26 years, has contributed significantly to the organization's memory

Continued on next page

Outstanding Awards *continued*

in her several stints as historian for NCACE. In the 80's she updated records, created an archive and photo repository, and updated the written history. As NCACE entered the new millennium, she started digital scanning. She managed the employer directory for



*Joint Honorees for the Furney K. James Outstanding Service Award:
Brenda Tyson - Furney K. James Outstanding Service Award (awarded by Pam Brumbaugh)
Pat Williams - Furney K. James Outstanding Service Award (awarded by Carmen Dorsey)*

several years, and assisted with the annual conference program. In her role at Belmont Abbey in Career Services, she started the Metrolina Career Consortium. **Pat**, a member of NCACE for 22 years, retired from his position from Wilson Technical Community College in April 2002. Many will remember his guitar playing poolside and in the hospitality room during annual conferences. In the early 90's he was Uncle Pat, the Advice Columnist for job seekers in our newsletter. Pat took his turn on several Annual Conference Committees, and served as Treasurer for two years, and then served in the trio spots as President-Elect, President, and Past President.

Award Committee Members: Audrey Abron, Jerry Allen, Mike Bailey, Carmen Dorsey, Melanie Rights
Co-Chairs: Brutus Jackson and Pam Brumbaugh

SACE 2003 Call For Programs

Do you have a great program that you think should be shared with others?

Would you like to moderate a panel discussion on a topic of interest to you?

Do you have a Best Practices idea that you feel employers, college members, or both could benefit from hearing about?

If you can answer yes to any of these questions, this Call for Programs is for you! It's once again time to begin planning the programs portion of our annual SACE Conference. The 2003 SACE Conference, "Anchored Through Unity" will be held in Norfolk, VA December 8-10, 2003.

Note: All program proposals are to be for programs only 1 and a half hours long.

You can access the Call for Programs form by visiting the SACE website or the following link:
<http://www.skiphunt.com/callforproposals2003.pdf>

Program Submissal Deadline: July 11, 2003

Visit the SACE website (<http://www.sace.net>) for preliminary information on the SACE 2003 Conference. The conference page will be updated as information becomes available, so please watch for updates.

If you have any questions concerning the 2003 SACE Conference Programs please feel free to contact Jennifer Winstead at winstead@rhodes.edu.

Thanks!

Kent Hester & Jennifer Winstead
Program Co-chairs for the 2003 Conference
"Anchored Through Unity"

The Legend of the Coasters!

By Jeff Nardo, Coastal Carolina Community College

Stirring up the memory

Just when I thought I had made a clean escape from this legacy, Brutus Jackson had to remind everyone by giving two of the darned things to me in front of the entire conference audience! As if this wasn't enough, Pam Brumbaugh, our esteemed President, asked me to hand out coasters to outgoing committee and board members (with accompanying comments from the peanut gallery!) and adding a final touch also asked me to write this article about the Legend of the Coaster for the Flying Ace. This will finally tell the truth surrounding the story (as well as the myth!) for all to remember (and hopefully put to rest!).

How it all began

About seven or eight years ago I was asked by then-President Joyce Edwards to serve on what was then called the Communications and Marketing Committee. Since this was my first assignment on an NCACE committee, I was anxious to make a good impression. Of course, I could end right here and say the rest is history, but allow me to continue!

At a Board meeting, an idea was kicked around to come up with a gift to provide to speakers and presenters at our annual conference, which was then assigned to me to do some research and follow up on. I collected an assortment of catalogues containing the usual clocks, mugs, pens, bags, etc., that we all often see handed out at conferences. I remember Jerry Allen in particular sending me a catalogue he used when he worked at Harris Teeter. Well, I studied these over and over, but didn't have a good feel for any of them, as they seemed sort of "common" and not something unique that would stand out as a keepsake.

At about this same time, we changed from NCPA to NCACE, and a new logo was unveiled to go along with the new name. As you all know, the logo is eye-catching, and we were eager to display it. I thought it would be a good idea to include the logo on whatever was considered for a gift.

An idea is born!

After more study and reflection, and bouncing ideas off various board members (Jennifer Brooks will remember these discussions!), the final choice would come from one of three items, one of which was a coaster—I can't remember the other two. The coaster was the lead choice, but none of the coasters in the catalogues appeared to be of the design and quality deserving of the NCACE logo. What to do now? I felt I was back at square one, even though it seemed like the coaster was the way to go.

Twists and turns to the story

How do you find a company outside of the ones in the catalogues that will make a coaster from scratch? Luckily, one of our faculty members at Coastal Carolina Community College has a husband who owns his own trophy business, so I approached him with my dilemma. He gave me two names of businesses that might help and off I went.

I contacted both companies, sending them the NCACE logo to work into a design and provide pricing. After getting a drawing of the coaster, along with various material options and pricing, I presented all this info to the Board. Everyone was satisfied with the design, price, and materials recommended, and I was given permission to purchase 200 of the coasters at a cost of \$2000, which was the entire budget for the committee for that year.

The coasters are here, but no one gets any!

After a few months in production, the coasters finally arrived, just in time for the annual conference, but not in time for the Board to meet to establish guidelines and consensus on how to give them out and to whom. Instead, I was given the green light to work this out myself. This is where my fate was sealed in NCACE lore, for eternity. Given the fact I just spent my entire budget on the coasters, and that they cost \$10 apiece, I was "a little tight" when faced with a decision on how to award these.

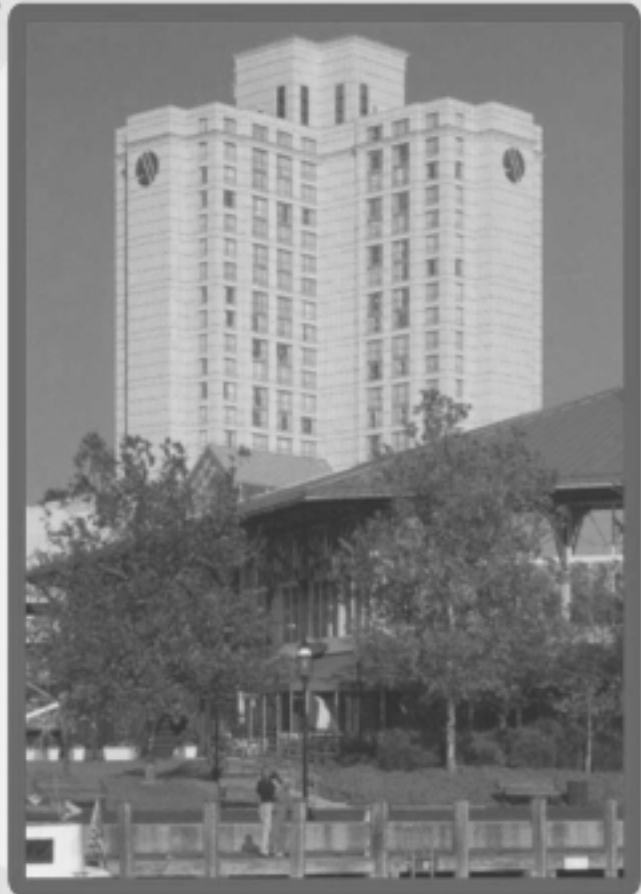


Save the Date!
 December 8-10, 2003
 Norfolk Waterside Marriott
 Norfolk, Virginia

57th Annual SACE Conference



Norfolk is an accessible, colorfully revitalized city.



The Norfolk Waterside Marriott is a gracious and grand hotel and a thoroughly modern meeting place.



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For more information on the 2003 SACE Conference as it becomes available, visit the web site: www.sace.net

Welcome New NCACE Members!

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Kudos to...

Leslie Rand-Pickett,

Career Counselor, Career
Services, UNC-
Wilmington, for receiving
the Outstanding State
Division Leader Award for
her work with the North
Carolina College Person-
nel Association.

Joan Busko, Director of
Career Services with the
College of Management at
NC State University, on
her retirement.

Jeff Sackaroff, on his
new position as Assistant
Director in the University
Career Center at NC
State; he is working with
Management students.

Anne Lyford, on her new
position as a Career
Counselor in the Univer-
sity Career Center at NC
State University; she is
also working with Man-
agement students.

Holly Guss, on her new
position as a Career
Advisor/Ambassador
Program Coordinator with
CALC Career Services at
NC State University. She
was formerly a Career
Resource Specialist with
the Duke University
Career Center.

Spotlight

on New Employers

Deanna Benson-White,
Woodbridge Alternative, Inc.

I live and work in Fayetteville, NC. I am originally from St. Louis, MO and moved to Fayetteville in November of 1996. I graduated from Methodist College in 2002 with a BS in Political Science. I have been with Woodbridge Alternative, Inc. since September of 2002.

Woodbridge Alternative, Inc. provides residential treatment services for children with emotional and behavioral problems. These children live in a group home environment (Level III) or live with a therapeutic/foster parent program (Level II) depending on their treatment needs. Our goal is to assist children with understanding and managing their thoughts, feelings, and behaviors in a manner which will allow them to successfully return to their community and lead productive lives.

My job title is Personnel Director and my main function is to facilitate the most effective use of people to achieve organizational and individual goals. I think that would be it in a nutshell! As the PD at Woodbridge, I definitely wear many hats!

With respect to recruiting, we are constantly on the lookout for individuals to serve as child care

workers in our facilities as well as mental health professionals to manage our facilities and child care workers. Most of our applicants come through word of mouth in the Fayetteville community. My role as a recruiter consists of going into the community and speaking with colleges and universities who have potential graduates or past graduates with some sort of a human services degree to fill our positions. Fortunately, our company is well-known in the area and we do not seem to have a problem in filling positions.

Jennifer Davis,
FedEx Ground

My name is Jennifer Davis (was Nale). I am 25 years old, recently married and live in Monroe, North Carolina. I am currently working for FedEx Ground and have been for the past 5-½ years. I started out as a part-time package handler working in the warehouse and within 2 years I was promoted to an Administrative Clerk in which I answered the phones and processed the misload report. After about 5 to 6 months I was promoted once more to a part-time Human Resource Clerk. I was involved in new hire orientations, background checks, terminations and scheduling interviews for the recruiters. I continued to work as a HR Clerk for about 2 years until I graduated

from the University of North Carolina at Charlotte with a degree in Psychology in May of 2002. Two months after I graduated I interviewed for the full-time recruiter position. I was fortunate enough to get the job and have been a FedEx Hub Recruiter for almost a year now. My job duties include interviewing prospective package handlers, recruiting for package handlers and providing information through job fairs.

FedEx Ground (formerly known as RPS) is one of the largest small package delivery companies in the world. FedEx Ground has been around since 1985 and its headquarters is located in Pittsburgh, PA. FedEx Ground has several hubs and terminals located all over the USA. FedEx Ground has approximately 41,000 employees/contractors and process 2.1 million packages a day. The year of 2000 was a big year for FedEx Ground because we expanded the company by adding a separate division called FedEx Home Delivery, which as continued to grow over the last couple of years. Finally I leave you with our mission statement; "FedEx Ground will be the best small-package ground delivery company serving business and residential customers of North America."

Meet the Executive Team!

Each issue of this year's newsletter will highlight several members of the Executive Board and Committee Co-Chairs so you can get to know them better.



President – Pam Brumbaugh
 Director of Experiential Education
 Elon University Career Center 17 years
 NCACE 16 years
 2002 Outstanding Service Award
 30 years career development experience
 BA – College of Wooster
 MS – U of Wisconsin-Madison



College Rep – Thom Rakes
 Career Services Director & Asst to Vice
 Chancellor of Student Affairs for
 Technology & Assessment
 UNC-Wilmington 7 years
 NCACE 7 years
 26 years career development experience
 MEd – U of Missouri-Columbia



President Elect – Carolyn Mark
 Associate Director,
 Office of Career Services
 NC A&T State University 11 years
 Bennett College previous 14 years
 NCACE 11 years – Secretary 2001-03
 2001 Outstanding Service Award



Employer Rep – Audrey Abron
 Executive Recruiter/College Relations
 Coordinator
 Belk Department Stores - Human
 Resources Planning department
 NCACE 9 years
 2002 Outstanding Employer Award
 SACE 1998 New Professional Award
 Belk 2002 Award of Excellence
 BS & MLA – Texas Christian University



Past President - Donna Seckar
 Career Services Center Director
 UNC-Greensboro
 NCACE 10 years
 Caerini College CS Director 10 years
 (PA)
 BA - Gettysburg College
 MEd - U of Cincinnati



**Historian/Photographer
 – Lori Bumgarner**
 Assistant Director & Creative Director
 UNC-Pembroke Career Services
 NCACE 5 years
 Methodist College previous 4 years
 BA – UNC-Charlotte
 MEd – U of South Carolina



Secretary – Linda Greenwood
 Director – Career Center 13 years
 Mount Olive College 19 years
 NCACE 13 years



**Awards Committee Co-Chair
 – Brenda Tyson**
 Career Services Director
 Belmont Abbey College
 NCACE 26 years
 2003 Outstanding Service Award



College Rep – Jeannette Moss
 Director of Job Placement
 Wake Technical Community College
 NCACE 13 years
 BA – Elon College
 MEd - NCSU



**Awards Committee Co-Chair
 – Jeff Nardo**
 Career Services Coordinator
 Coastal Carolina Community College
 10 years
 NCACE 10 years
 2003 Outstanding Professional Award
 US Marine Corps 15 years – Major
 BA – Slippery Rock University
 MS – U of Denver

Legend of the Coasters *continued from page 8*

Informally, a lot of ideas were kicked around on how to handle this. One was giving them only to keynote speakers, but that was tabled since we would be missing well-deserving NCACE members. Another was providing them only to conference presenters. Another was to present them to conference presenters, but not panelists. What about recognizing outgoing NCACE committee members, someone asked? Again, having spent the entire committee budget, having only 200 coasters available, and a bunch of deserving people who could receive one, the possibility of giving them all out quickly was a concern.

Help! I've fallen and I can't get up!

Well, since no firm guidance or consensus was available, the dilemma of handing the coasters fell to me, and it was a humorous, fun ride. I believe everyone who should have received one over the years did, even though we went through a "stingy" stage at the beginning. However, it seems as if everyone I talk to about them never received one, and hence the legend of the coaster and my legacy. Even today, years after passing the coasters on, NCACE members often ask me where the coasters are and why they didn't receive one!

I'd like to close this history lesson by giving my heartfelt sympathy to Holly Sweat, who had to carry the coasters and the legacy from me. I can still remember the pained look on Holly's face as I lugged the boxes of coasters to her car, put them in the trunk, quickly explained the "handout policy" dilemma, and even more quickly walked away! Thanks, Holly!

I sincerely hope everyone in NCACE gets a coaster someday!

NCACE 2003-04 Board & Committee Co-chairs

President – Pam Brumbaugh, Elon University

President-Elect – Carolyn Mark, NC A&T

Past-President – Donna Seckar, UNC-Greensboro

Secretary – Linda Greenwood, Mount Olive College

Treasurer – Dana Sumner, Meredith College

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College Representatives:

Jeannette Moss, Wake Tech Comm. College

Thom Rakes, UNC-Wilmington

Employer Representatives:

Scott Jolley, Duke Energy Corp.

Audrey Abron, Belk Stores Services

Melanie Rights, Enterprise Rent-a-Car

Conference Committee

Kent Hester, NC State University

Holly Sweat, Gardner-Webb University

Awards Committee

Brenda Tyson, Belmont Abbey College

Jeff Nardo, Coastal Carolina Community College

Employer Visitation

Pat Nash, Central Piedmont Community College

Meredith Goetz, Enterprise Rent-a-Car

Communications/Marketing

Fran Vogelien, UPS

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Michelle Brown, Appalachian State University

Tony Abbruzzi, UNC-Greensboro

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Jerry Allen, Novozymes North Americas, Inc.

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Technology Committee

Leslie Rand-Pickett, UNC-Wilmington

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Newsletter Committee

Brett Woodard, Appalachian State University

Rhonda Kosusko, Elon University

Historian

Lori Bumgarner, UNC-Pembroke