



## Strategic Planning and Goals for NCACE 2010-2011

### From the President

If you're anything like me you're probably wondering where August, September, and October went. The pace of our work seems to have tripled. Figuring out how to offer what we do best in a more efficient way has been challenging. Demands have increased while staff and resources for many have decreased. Making decisions about eliminating services is difficult and trying to weigh what is most important these days is not easy. Nonetheless, as I've talked with many of you around the state, your work ethic and your goal to stand true to your organization's and department's mission has not waned. More than ever I've realized you are committed to working hard to help students and your organizations experience success. I hope you'll continue your collaborations and creative thinking as you go about your work.

Your NCACE Board is also hard at work to continue the high standard that has been set before us. We have met twice since our conference in May, once in person for our summer meeting at Meredith College and once by phone conference. During our summer meeting we identified our strategic plans and goals for the year. These include:

- Promoting relationship building between members – both Human Resources and Career Services professionals – in order to retain and promote membership within our organization and simply stated, “to have fun!”;
- Increasing and maintaining membership, especially employer members, through intentional and purposeful ways;
- Updating our NCACE website to be more user friendly, more widely accessed, and a marketing tool for prospective members of our organization.
- Contributing to our community in collaboration with NCCDA by offering donations of resources, expertise, time, and/or money to the nonprofit organization, Dress for Success.

To accomplish these goals our Board and Committee Chairs have been using their creativity to develop opportunities for current and prospective members to engage in:

- professional development activities:
  - ◆ BB&T Employer Visitation and Professional Development “Double Feature” for Human Resources & Career Services Professionals – November 2010  
*See page 5 for more details*
  - ◆ NCACE Conference – May 2011  
*More to come from our Conference*  
*Co-Chairs Sara Concini and Jane Mehringer and their Conference Committee*

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- networking and socializing with colleagues and friends
- ◆ Holiday Social – December 2010  
*See page 7 for information!*

In this edition of the newsletter you will find some of the initial details about these events along with the promise of more details and specific invitations to participate to come. Additionally, I wanted you to be aware of these updates and opportunities:

### Membership

Our membership co-chairs, Sarah Wilson and Jessie Warren Langley, are leading the Board through a calling campaign to reach out to former NCACE members who have yet to renew their membership. I would hope that whether or not you're involved on the Board you would tell a friend or colleague in HR or Career Services about NCACE and encourage them to join. Hopefully you agree that we all have a responsibility for ensuring the strength of our organization.

### Web Team

I have asked our Technology Chair Lisa Tandan to develop a team to evaluate our current website to determine how it might be more user-friendly for our current and prospective members. Together with Leslie Rand-Pickett, Thom Rakes, Jenny Johnson, and Brad Simons, Lisa is leading this group through the benchmarking process with other ACE organizations as well as an evaluation of what might keep and attract current and prospective members to our organization through our website.

### SoACE Conference

I hope to see many of you at the Annual SoACE Conference scheduled for November 30-December 3, 2010 in Dallas, TX. We will convene as a state on Wednesday, December 1, during the conference to discuss NCACE business. I will also represent NC at a meeting with other state

association presidents while in Dallas. I always find value in hearing best practices, challenges, and solutions of our fellow ACE organizations.

### Dress for Success

Look for opportunities throughout the year to serve our community through the Dress for Success organization. Together with NCCDA, NCACE members have the opportunity to:

- Mentor DFS clients through career coaching sessions.
- Give leftover items from conferences (bags, pens, etc.).
- Make a financial contribution of any type. It costs \$250 to sponsor one woman.
- Clean off our shelves and donate our career related books to the Dress for Success Library.
- Donate shoes, purses, jewelry and other professional accessories in good condition.
- Donate other items they may need. Check out their "Wish List" at: <http://www.dressforsuccess.org/affiliate.aspx?pageid=1&sisid=133>

Sign up to volunteer through the website or Contact Pat Nathan, Founder and Board Chair of the Triangle affiliate of Dress for Success, at [trianglernc@dressforsuccess.org](mailto:trianglernc@dressforsuccess.org). And, be on the lookout for ways you can participate throughout the year during NCACE events.

I hope you'll make plans now to be involved throughout the fall and spring semesters in the variety of events we're planning. Look forward to seeing you there!

Best,



Dana F. Sumner  
NCACE President  
[president@ncace.org](mailto:president@ncace.org)

## NCACE MEMBERS GIVE BACK

If I surveyed the NCACE membership and asked about the reasons you have chosen the path that your career has taken, I'd bet a lot of money that every single one of us would say that we enjoyed working with and helping other people. Even though we dedicate many hours each week to helping others reach their goals, we know that there are many people out there that don't have access to the same job search resources that college students do. Over the summer, Eric Melniczek, Director of Career & Internship Services at High Point University, found one way to provide his expertise to Triad job seekers. He volunteered for the Passport 2 Success event, a day-long workshop held in the Greensboro Coliseum that provided attendees with individual advice on topics like resumes, cover letters, networking, interviewing, personal branding, and salary negotiation. Over 200 job seekers gained valuable knowledge about the job search process and how to put their best foot forward.

Feeling inspired by Eric's service? NCACE has teamed up with the North Carolina Career Development Association to work with Dress for Success Triangle NC and assist them in their mission of promoting the independence of disadvantaged women. The organization provides professional attire, a network of support and career development tools to economically disadvantaged women so that they can acquire and retain new jobs and succeed in the workplace. As Dana mentioned in her letter, there will be many opportunities throughout the year to get involved and share your expertise with members of our community!

## KUDOS CORNER!

Kudos to:

- Congratulations to **Jessie Warren Langley**, Director of Internships & Career Services at North Carolina Wesleyan College. Jessie married Alex Langley (who also works at NCWC) on July 17! Jessie also received the NC Career Development Association's Best Practices Grant to initiate a Career Peer program. The grant is being implemented this semester and the benefits of students teaching students about career readiness topics are already being seen.
- **Katie Wohlman**, career counselor at Lenoir-Rhyne University, and her husband RJ celebrated the birth of their first son, Jackson Dean, on June 13! He was 3 weeks early, but is healthy and happy, and Katie is loving her new career as a working mom!
- **Jane Mehringer**, Asst. VP, Campus Recruiting for Credit Suisse, also welcomed a new addition to her family! Reid Thomas Mehringer was born on September 1.

### NACE NATIONAL CONFERENCE HOLD THE DATE INFO



May 31- June 3, 2011 • The Gaylord Texan Resort & Convention Center • Dallas, Texas

Conference details, registration info, etc.  
can be found at

<http://www.naceweb.org>

## NOVOZYMES IS A GREAT PLACE TO WORK!

**N**ovozymes was ranked number 17 on the list of the top 25 best medium-sized companies to work for in the US by the Great Place to Work Institute.

“Novozymes is making significant changes to position ourselves for growth,” says Novozymes North America President Adam Monroe. “Therefore it’s critical for the company’s future to consistently attract the best people. To do that, we have to continuously think of creative ways to share our culture and live our values of spark, passion, openness, and science.”

He continues: “We’re proud to be on this list among so many strong businesses across the US. Increasingly, businesses are seen as places with a void of trust and ethics. We aim to show the world that Novozymes is a trust-based workplace that cares about all our stakeholders.”

The Best Medium Workplaces List includes companies with 251–999 employees. Today’s recognition in the US follows rankings of Novozymes earlier this year as the 33rd best place to work in Brazil, 4th in Switzerland, 32nd in Europe, and 6th among Danish companies.

## NOVOZYMES EXPECTS HIRING TO INCREASE!

**N**ovozymes North America has been operating for more than 30 years in Franklinton, just north of Raleigh, North Carolina. The company has expanded to add more locations over the years and currently employs around 850 people in the US and Canada. Besides its North American headquarters in North Carolina, the company has sites in California, Iowa, Massachusetts, Nebraska, New York, and Virginia, as well as in Saskatoon, Canada. The company is preparing for growth by recently completing expansions in North Carolina and California and building a new facility in Nebraska, which is expected to be operational at the beginning of 2012.



## MEMBER UPDATE

**J**eannette Moss has officially retired from her position as Director of Job Placement at Wake Technical Community College. She’s having lots of fun for now, but will be back at Wake Tech in the spring semester to teach part-time.

## NCACE 2011: Create. Relate. Innovate.

MARK YOUR CALENDAR & MAKE PLANS TO ATTEND

NCACE Annual Conference:  
Thursday-Friday, May 19-May 20, 2011  
Sheraton Greensboro at Four Seasons/  
Koury Convention Center, Greensboro, NC

Questions or ideas? Contact Sara Concini: [sara\\_concini@ncsu.edu](mailto:sara_concini@ncsu.edu).

## EMPLOYER VISITATION + PROFESSIONAL DEVELOPMENT DOUBLE FEATURE

**NCACE Matinee Double Feature: Employer Visitation and Professional Development for Human Resources and Career Services Professionals**

*Wednesday, Nov. 17, 2010, 11:00 am to 3:00 pm  
BB&T University, Winston-Salem, NC*

### AGENDA

11:00 to 11:30 am  
Introductions

11:30 to 12:15 pm  
Overview of BB&T Recruiting and Professional Development

- \* BB&T Leadership Development Program
- \* BB&T University Tour

12:15 to 1:15 pm  
Networking Lunch with fellow NC recruiters and Career Services personnel

1:30 to 2:45 pm  
Recruiting Panel: Hot Topics in Talent Acquisition

- \* Emerging Trends and Strategies
- \* The Future of Internships
- \* Best Practices in Employer/University Partnerships

Think about NCACE and non-NCACE members in HR or Career Services you'd like to invite as your guest to this event. This is an opportunity for our organization to demonstrate our value to prospective members.

Questions? Contact one of the Employer Visitation or Professional Development committee chairs:



Brett Woodard: bwoodard4@elon.edu  
Eric Melniczek: emelnicz@highpoint.edu

Lee Brown: brownjo@ecu.edu  
Glenda Lee: gslee@duke.edu

## PROFESSIONAL DEVELOPMENT WORKSHOP - YOUR INPUT & IDEAS NEEDED

The professional development committee is looking for your help to identify or recommend members and/or non members that would be interested and qualified to lead an NCACE professional development workshop in the spring.

Topics might include:

- MBTI: Career and the Workplace
- Employment Law Update
- Employee Engagement and Retention
- Working With and Managing Difficult People
- Preparing Your Next Generation of Leaders
- Effective Leadership Development
- Generational & Cultural Differences in the Workplace

Are you qualified and interested in leading one of these sessions or know someone that is? Contact Glenda Lee ASAP at gslee@duke.edu with your suggestions and ideas.

**NEW MEMBERS** (as of Oct. 20, 2010)

Caleigh McElwee  
UNC Greensboro

Career Counselor Intern/Graduate Assistant  
cfmcelwe@uncg.edu

Marcia Colson  
Central Piedmont Community College, Job Placement Specialist/Employer Relations Coordinator  
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Student Employment Counselor/Advisor  
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Geoff Cramer  
Futures Inc., CEO  
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## NCACE 2010-2011 Board & Committee Co-Chairs

<b>President:</b>	Dana Sumner, Meredith College
<b>Past President:</b>	Leslie Rand-Pickett, N.C. State University
<b>President Elect:</b>	Nora Spencer, Lowe's Stores, Inc
<b>Secretary:</b>	Katie Wohlman, Lenior Rhyne University
<b>Treasurer:</b>	Darlene Broadhurst, University of N.C. at Greensboro
<b>Employer Representatives:</b>	Jennifer Davis, Family Dollar; Mark Clark, Lowe's Stores, Inc
<b>College Representatives:</b>	Brian Newton, East Carolina University; Pam Brumbaugh, Elon University
<b>Conference:</b>	Sara Concini, N.C. State University; Jane Mehringer, Credit Suisse
<b>Leadership:</b>	Holly Sweat, Cleveland Community College; Thom Rakes, University of N.C. at Wilmington
<b>Membership:</b>	Sarah Wilson, Central Piedmont Community College; Jessie Warren Langley, North Carolina Wesleyan College
<b>Professional Development:</b>	Eric Melniczek, High Point University; Glenda Lee, Duke University
<b>Employer Visitation:</b>	Lee Brown, East Carolina University; Brett Woodard, Elon University
<b>Communications/Marketing:</b>	Sue Harbour, University of N.C. at Chapel Hill; Jenny Johnson, Duke University
<b>Newsletter:</b>	Dana Hutchens Wake Forest University; Melissa Kahn, N.C. State University
<b>Historian:</b>	Sarah Clark, University of N.C. at Wilmington
<b>Technology:</b>	Lisa Tandan, University of N.C. at Greensboro
<b>Awards:</b>	Thom Rakes, University of N.C. at Wilmington; Lisa Flint-Morris, Meredith College; Nora Spencer & Mark Clark, Lowe's Stores, Inc.

**Save the Date!**

Please join us for a **NCACE**

# Holiday Social

Thursday, December 9, 2010

4:00 - 6:30pm

**Tyler's Taproom**  
324 Blackwell St. Ste. 400 - Durham  
by the Bulls Stadium

*Heavy hors d'oeuvres served*

The first 20 people to RSVP will receive  
a complimentary drink voucher.  
RSVP to: [NCaceSocial@unc.edu](mailto:NCaceSocial@unc.edu)  
by December 6th

