

North Carolina Association of Colleges and Employers

# The Flying ACE

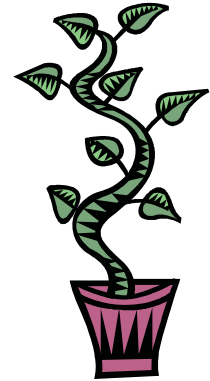
A Partnership of Business, Education and Government

Fall 2008

## Love NCACE? Help it Grow!

Submitted by Margaret Ann Hughes, Northwestern Mutual Financial Network

The Communications and Marketing Committee Co-chairs have implemented a new referral program in order to bring new members to NCACE and grow this awesome association!



### HOW MANY PEOPLE HAVE YOU REFERRED SINCE JULY?!?!?

We have outlined the program below. We will be mailing referral business cards to you, so you can pass them out at career fairs, information sessions, social networking events, etc. Please be expecting the cards within the next couple of weeks.

1. Eligibility – Any NCACE member who has paid their dues for the 2008-2009 year
2. Contest Dates – July 1, 2008 – April 30, 2009
3. Contest Details

A. Members will receive referral business cards to pass out to people they meet at career fairs, conferences, etc.

B. When a new member joins there will be a box that will ask if they were referred, and if yes, then who referred them to NCACE. The Membership Committee Chair will keep a database of new members and referrers, which will be tallied at the end of the contest.

#### 4. Prizes

- A. First place referrer – receives a \$100 gift card to place of their choice
- B. Second place referrer – receives a \$50 gift card to place of their choice
- C. Third place referrer – receives a \$25 gift card to place of their choice

#### 5. Purpose

- A. To encourage people to introduce their coworkers and other professionals to NCACE
- B. Specifically to increase the number of employers within NCACE since it is heavily weighted on the college side
- C. GROW NCACE!!!

We encourage everyone to get involved! If you have any questions or concerns regarding the program, then please contact Margaret Ann Hughes, [margaret.a.hughes@nmfn.com](mailto:margaret.a.hughes@nmfn.com).

Thanks,

Communications and Marketing  
Committee Co-Chairs

Margaret Ann Hughes and  
Kimberly Velazquez



North Carolina Association of Colleges and Employers

# Letter From the President



## Wheeee! Economic Bungee Jumping

While the economy and the job market are always in flux, our current work world seems to be taking us on a scary bungee jump. Up one minute, down the next, with no idea when the ride will end. Of course, this environment impacts how students approach their decisions about academic majors, internships, full-time employment and/or grad school. The business press has responded with timely articles about career and employment planning in these uncertain times.

An October issue of BusinessWeek reported on “The best cities for riding out a recession”. The writers focused on places where large portions of the population worked in more stable industries such as government, health care, education, agriculture and legal services. Topping their list was the Arlington/DC area, a highly educated urban area where many residents work in government or related services such as defense and homeland security. Other cities on their list include college towns Durham (NC), Madison (WI), Boston (MA) and Lincoln (NE). Check out the online slideshow of their selections at: [http://images.businessweek.com/ss/08/10/1014\\_recession\\_cities/index.htm](http://images.businessweek.com/ss/08/10/1014_recession_cities/index.htm)

Monster.com offers articles such as “Eight tips for job hunting during the recession” and “Get your resume ready for the recession.” Vault.com has “Job hunting during the recession? Here are five tips for success”. Careerbuilder.com features “How to find a job during a recession” and “Who’s hiring now”. Associatedcontent.com speaks directly to college students with “Recession-proof job hunting strategies for new college graduates”. The Wall Street Journal article on “Workers in struggling industries discovering new career options” could help current graduates explore alternatives to former high flying industries such as finance, real estate or automotive. Even Martha Stewart Living radio offers an online video with Career Coach Maggie Mistal on Howdini.com. These resources could be used to shape some of our on-campus presentations, directly addressing students’ concerns about the current job market.

Some students are skipping this corporate chaos by starting their own businesses-- in their college dorm room! StartupNation.com recently announced their 20 best dorm-based businesses for 2008. Check out their entrepreneurial ventures designing web sites, business logos, jewelry, or apparel; performing as an illusionist; providing services for textbooks, recruiting college athletes, recycling electronics, or K-9 waste removal.

Inc. magazine suggests a new book by Geoff Colvin, Talent is overrated: What really separates world-class performers from everybody else. Inc. recommends that if you read nothing else, check out chapter seven “Applying the principles in our lives”, which “presents more good ideas in 20 pages than many self-help books manage in 200”.

In late October Ron Alsop, a contributor to The Wall Street Journal, published an interesting article entitled, “The ‘trophy kids’ go to work,” describing the workplace attitudes of the millennials and employer’s efforts to manage these demanding rookies. He describes some of the challenges we face in serving, recruiting, and retaining these young people. The impact of the current recession on these students’ perspectives, campuses’ programs and services, and employers’ recruitment efforts make the work world crystal ball even more cloudy.

To help get a better handle on the work world in North Carolina and beyond, make sure you attend NCACE’s renowned “Coffee & Conversation” program January 23, 2009 and our professional conference May 18-20, 2009. See the NCACE website for program and registration information. Have a great fall season!

Thom Rakes  
NCACE President

## Kudos to...

**Marcia Harris** has recently announced her plans to retire as of February 1, 2009. Since 1982 Marcia Harris has been the Director of University Career Services at The University of North Carolina at Chapel Hill. As a result of her leadership and vision, the programs and services provided by UNC's Office of Career Services are acknowledged nationally as leading and best practice. Most importantly, countless students have successful careers as a result of her efforts. Throughout her career, her innovative leadership has been acknowledged with numerous awards, including the NACE Academic of Fellows in 2004 which is the highest honor given by NACE. She was presented the Outstanding Professional Contribution Award by NCCPA. Marcia also received UNC's Massey Distinguished Service

Award, which is the highest service award given at UNC Chapel Hill. Although Marcia is technically retiring, she plans to continue her efforts to help others by consulting with other career offices and offering private career counseling in addition to working with the Guardian ad litem program.

**Sarah Wilson** of Central Piedmont Community College is expecting a new addition to her family in April 2009!

For the second year in a row, **Elon University** is ranked #2 among 118 Southern master's-level universities in the U.S. News & World Report "America's Best Colleges" guide. Elon earned the top reputation score in the category, based on the magazine's survey of administrators at colleges and universities in the Southern region.

**Pam Brumbaugh**, Director of Experiential Education at Elon University, presented two 6-hour workshops for NSEE on the topic of "Fundamentals of Experiential Education: Theory & Best Practices." She presented a Pre-con workshop at the NSEE Annual Conference at Disney on September 24th, and the same workshop for NSEE in Denver for University of Colorado-Denver on October 23rd.

### Fastenal Added to S&P 500

**Index:** Standard & Poor's announced on 9-9-2008 that Fastenal would be added to the S&P 500 Index at the close of trading on Friday, September 12th. Selected companies must maintain a minimum market capitalization, or market cap, of \$5 billion in order to be eligible for admission to the index.

## Just For Laughs!

### SUCCESS:

At age 4 success is . . . not peeing in your pants.  
 At age 12 success is . . . having friends.  
 At age 16 success is . . . having a drivers license.  
 At age 35 success is . . . having money.  
 At age 50 success is . . . having money.  
 At age 70 success is . . . having a drivers license.  
 At age 75 success is . . . having friends.  
 At age 80 success is . . . not peeing in your pants.

### 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 best described as Winter, Spring, Summer and Fall. Issues are accessible online (via a free Adobe Acrobat Reader) at [www.ncace.org](http://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 Brian Newton ([newtonf@ecu.edu](mailto:newtonf@ecu.edu)). Your comments and feedback are always welcome!

#### NCACE Newsletter Committee

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## The North Carolina State Government Internship Program Gears Up Again!

Submitted by Lisa J. Flint-Morris, M.S., NCC

The prestigious and competitive North Carolina State Government Internship Program is again offering 100 paid summer internship opportunities in state government agencies, for undergraduate and graduate students of many disciplines. Applications are now being accepted for the Summer 2009 North Carolina State Government Internship Program.

A variety of professional internship opportunities are located across the state and are available to North Carolina residents studying at the undergraduate or graduate level, or in law school. Summer interns work full-time (40 hours per week) for a 10-week period at a wage of

\$8.25/hour. Applications must be postmarked by January 21, 2009, for consideration. Student applicants must meet the following criteria:

- \* Permanent resident of North Carolina,
- \* Currently enrolled at a college/university and continuing education in Fall 2009,
- \* Carrying a minimum of a 2.5 GPA on a 4.0 scale,
- \* Completed high school and at least one year of college at the time the internship begins in May,
- \* And have not participated in the State Government Internship Program or an N.C. General Assembly paid internship in the past.

The 2009 N.C. State Government Internship Program booklet and an application form can be downloaded from our website at [www.ncyao.com](http://www.ncyao.com) (select Internships, Information for Students, then Summer Projects). The booklet contains all program details, including available internship positions and application instructions.



### NCCDA Conference Highlights Change and Recognizes Excellence

The annual North Carolina Career Development Association Conference was held on Nov. 7th at Wake Tech in Raleigh. Presenters and workshops showcased creativity and innovation in the field.

**Sam Beck of High Point University** received the The "Roy," which recognizes an individual in North Carolina who has made an outstanding contribution to career development both in the state and at the regional or national levels over an extended period of time. Recent recipients of the annual award have been: Sarah Moore, Doris Conn, Barbara Efird, Sondra VanSant, Cathy Annas, Nancy MacCormac, Gordon Folger, Carol Schroeder, Tony Oettinger, Rebecca Highsmith, and Bonnie Truax.

**Amy Lasordo of Meredith College** received "The New Professional Award," which recognizes an individual in North Carolina who has made significant contributions to career development and has been in the profession for 5 or less years. The recipient is an individual who in the first 5 years of practice has shown unusual skill and promise of outstanding future accomplishments and has demonstrated evidence of meritorious service to the career development profession and/or NCCDA. Recent recipients of the annual award have been: Emily Strader, Angie Smith, Donna Hembrick, Dana Sumner, Rhonda Kosusko and Sarah Moore Brookshire.

# Employer Spotlight - North Carolina State Auditor

Submitted by Margaret Ann Hughes, NMFN

Welcome new member MaryMolly Taylor, from the North Carolina Office of the State Auditor:



## What do you want us to know about your employer/company?

We do a lot of good for the North Carolina taxpayer. We do our best to ensure that state agencies use the taxpayer's money wisely. We also have an investigative unit that looks into allegations of individuals misusing state money. For more information about our office go to [www.ncauditor.net](http://www.ncauditor.net)

## What do you do exactly? How long have you worked for the company?

I coordinate all the training for our office of 200 people. I have to make sure it is compliance with federal auditing standards as well as the certifications (such as CPA, CFE, CIA) employees have. Also, I help with recruiting fairs across the state.

I have worked for state government for over ten years and for the Office of the State Auditor for ten months.

## What is your background?

I graduated from NC State. My training specialties are leadership and customer service. I am a DDI certified instructor. I have also developed recruiting programs and worked in employee relations.

## What is the most interesting or fun thing about the work that you do?

We have been moving our basic classes to an online format. It's great to have the information available to anyone in the field. It allows the training resources to be used for more complex topics.

## What do you look for in candidates who want to work for your company?

We are looking for good team members with good analysis and communication skills. Our team members have to be able to examine financial records in detail, be able to conduct interviews with auditees, and write their findings clearly and concisely.

## What is your personal mantra?

Everything in moderation.

**What do you do for fun?** I'm a huge NC State fan. I attend all the home football and basketball games. When not watching games, I play ultimate frisbee and golf. My indoor hobbies are reading and making cookies.

## Best celebrity encounter?

One night I opened my door and a local celebrity was standing on my sidewalk. I can usually talk



to anyone, but my brain was frozen on the fact that someone who is usually on the other side of some security barrier was standing in front of me. I kept telling myself that it couldn't be - it was just someone who looked like the celebrity. When I calmed down, I realized my new neighbor has the same last name and yes, he is related to the celebrity.

## Tell us something about you that we don't already know.

I grew up as an Army brat. NC State University was my 13th school.

## New Section!

*This is a new section of the Flying ACE! We will highlight a new employer each edition of the newsletter. If you would like to be highlighted or know of someone who should be highlighted, let the newsletter committee know!*



Join us in the most magical meeting destination on Earth!

## 2<sup>nd</sup> Annual SoACE Conference

December 7-10, 2008

Walt Disney World® Resort  
Lake Buena Vista, Florida

### Stay at Disney's Contemporary Resort

Rising majestically between the shores of Bay Lake and Seven Seas Lagoon, *Disney's Contemporary Resort* immerses you in a world of modern art and landmark architecture as sleek monorails silently glide through the center of the stunning atrium lobby. You'll enjoy the distinctive style of oversized guest rooms and suites, most with dramatic lakefront or Theme Park views, along with a marina, health club, and an expansive pool area. For a truly memorable dining experience, the award-winning *California Grill* offers breathtaking views of Cinderella Castle from high atop the hotel. And, you're just a short stroll or monorail ride away from all the sights and sounds of the *Magic Kingdom® Park* and *Epcot®*.



### Conference Highlights

- ★ Disney Behind-the-Scenes Pre-Conference Activities and Tours
- ★ Engaging Pre-Conference Professional Development Workshops
- ★ Two Dynamic Keynote Speakers
- ★ Informative Breakout Sessions
- ★ State and Consortium Round Tables
- ★ Emerging Leaders and Masters Series Workshops
- ★ 500+ Colleagues and Friends
- ★ Sunday Night President's Party, highlighted by the *Wishes Fireworks Spectacular* over *Magic Kingdom® Park*
- ★ Tuesday Night Gala in the *Animal Kingdom® Theme Park*
- ★ And ... the one and only, Mickey Mouse!!

### Experience the Magic

- ★ Special hotel rates before and after the conference
- ★ Discounted park tickets for you and your guests
- ★ Free shuttle transportation to and from Orlando airport

**REGISTER TODAY!**

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



## Register for the 6th Annual Coffee and Conversations!

Submitted by Pat Nash, Central Piedmont Community College

Join corporate recruiters and career professionals in a very informative and lively discussion of topics relevant to the college recruiting field! Online registration is now available on the NCACE website [www.ncace.org](http://www.ncace.org)



**Date:** January 23, 2009  
**When:** 9:30 – 12 noon with complimentary lunch 12-1 PM  
 ( Compliments of Novozymes and Enterprise)  
**Where:** Johnston Community College  
 Guildford Tech Community College  
 Central Piedmont Community College

A panel of recruiters will open the discussion and welcome participation from all attendees. Gallo Wines, YMCA, Fastnel, Moses Cone Hospital, The Marriott and Autobell have already agreed to participate on our employer panel. Several more employers will join us! Register early since space is limited. The last two years we had to place people on a waiting list. Please invite corporations and colleges who might not be members of NCACE. This is a free event and open to nonmembers. It is a wonderful opportunity for nonmembers to get to know us and decide to join.

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### **Save the Date for the NCACE/SCACE Joint Conference in Charleston, SC!**

**Monday, May 18-Wednesday, May 20, 2009**

**Pre-conference activities will take place on Sunday, May 17, 2009**

**The conference will take place at the Francis Marion Hotel:  
<http://www.francismarioncharleston.com>**

**Make your reservations now by calling (877) 756-2121 or (843) 722-0600.**

**The group rate is \$149/night.  
 Please be sure to provide the group name when making your reservation:  
 "SC/NC Assn of Colleges & Employers"**

**For more information, visit: [www.ncace.org](http://www.ncace.org)  
 Questions?**

**Please contact Darlene Broadhurst at [debroadh@uncg.edu](mailto:debroadh@uncg.edu) or**

**Sarah Wilson at [Sarah.Wilson@cpcc.edu](mailto:Sarah.Wilson@cpcc.edu).**



Want to raise your knowledge of federal government opportunities?

## FEDERAL ADVISOR TRAININGS 6.5 CEUs



With tens of thousands of positions opening up in the federal government across all academic majors over the next few years, the **Partnership for Public Service** and the **National Association of Colleges and Employers (NACE)** have teamed up to offer you the tools to effectively advise students about federal opportunities, while building lasting relationships with federal recruiters.

NACE is an NBCC Approved Continuing Education Provider (ACEPTM). **This program is eligible for 6.5 credit hours.**

### 2008-09 Training Locations

Host University	Location	Date
Duke University	Durham, North Carolina	December 17, 2008, 9:00 a.m. to 4:30 p.m.
University of Texas-Austin	Austin, Texas	January 23, 2009, 9:00 a.m. to 4:30 p.m.
Seton Hall University	South Orange, New Jersey (Outside NYC and Philadelphia)	February 6, 2009, 9:00 a.m. to 4:30 p.m.
Loyola University Chicago	Chicago, Illinois	March 2, 2009, 9:00 a.m. to 4:30 p.m.

### Who Should Attend?

We challenge you to use this opportunity to build champions around campus. Successful campuses in the past have sent a team of 3-4 representatives who are involved in a student's career decision-making process and represent various parts of campus.

Cross-campus teams include members from:

- Career Services Advising, Employer Relations and Leadership
- Internship Programs
- Department-specific Career Services
- Academic or Student Affairs
- Faculty and Academic Advising

### Cost of the Training

The cost of the full-day training is \$150 per person which includes breakfast and lunch, 6.5 CEUs (learn more at [www.nbcc.org](http://www.nbcc.org)), and materials and resources to take back to your campus to share.

### Sponsored By



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PUBLIC SERVICE

To register please visit: [www.calltoserve.org](http://www.calltoserve.org) and click on “Call to Serve Events”

# FASTENAL®

**NEW! Fastenal Recruiting Videos Available for Viewing**  
[www.fastenal.com/careers](http://www.fastenal.com/careers)

Be sure to check out & direct interested students to our NEW Recruiting Videos describing career opportunities in Sales & Distribution!

## Finding New Leaders

Since 1967 Fastenal has grown from a small-town fastener store into a Fortune 1000 company and a member of the S&P 500, creating opportunities for everyone in the company along the way. The secret to our success? Great people and a management philosophy that encourages them to become leaders who guide our company forward.



### Opportunities in Sales

We're looking for ambitious, hard-working people to help operate our stores and serve our customers. Opportunities range from flexible part-time sales support positions to full-time outside sales positions.



### Opportunities in Distribution

Looking for a flexible, well paying part-time position that could lead to advancement opportunities? We're seeking motivated people to work in our regional distribution centers.

### ***Apply in Just 3 Easy Steps!***

#### **Step 1:**

Visit our website at [www.fastenal.com](http://www.fastenal.com) to learn more about our company so you can make an informed career decision.

#### **Step 2:**

View open positions & requirements:  
*Careers – State/Province – Find Job*

#### **Step 3:**

Submit a letter of interest & resume as directed.

# Career Counselor Credentials - Impressive and Diverse!

*Submitted by Katie Wohlman, Lenoir-Rhyne University*

As career counselors, we spend our time helping others along their developmental journey, yet rarely do we stop and think about our own journey and what led us to the \*hopefully\* satisfying and fulfilling career that we have today. Well, I was curious what various paths my colleagues in this association have traversed, so I sent the question out to our NCACE listserve: "What are your credentials?"

A very simple question revealed a very diverse and impressive list of responses! Ranging from a Bachelor of Science in

Industrial Relations to a PhD in Counselor Education, our members' credentials represent a wide range of backgrounds and experiences. I had about 25 respondents to my listserve survey and here is a breakdown of the results:

Masters in counseling or counselor education: 13 respondents

Masters in Higher Ed, Student Development or Adult Ed: 5 respondents

Other Masters degrees: Rehabilitation Psychology and Counseling, Public Administration, Religious Studies, English

PhD in Counselor Education – 2 respondents

Certified or Licensed (NCC, LPC, Master Career Counselor, Distance Credentialed Counselor etc): 15 respondents

From these results I determined that while we all have our unique paths to arrive at this "career counselor" destination; training, experience and a love of the profession are keys to success! As Woody Catoe, Assistant Director of NC State's University Career Center remarked to me, "My main credential is my interest in career development!"

## NCACE 2008-2009 Board & Committee Co-Chairs

**President:** Thom Rakes, UNC-Wilmington

**President- Elect:** TBA

**Past-President:** Holly Sweat, Cleveland Community College

**Secretary:** Sam Beck, Wake Forest University

**Treasurer:** Sara Concini, NC State

### Executive Committee

**College Representative:**

Leslie Rand-Pickett, NC State  
Pam Brumbaugh, Elon University

**Employer Representative:**

Lisa Flint Morris, State Govt Internship Program  
Bonnie Zeinert, Fastenal

### Conference Co-Chairs:

Darlene Broadhurst, UNC-Greensboro  
Sarah Wilson, Central Piedmont Com. College

### Leadership Co-Chairs:

Dana Sumner, Meredith College  
Kent Hester, NC State University

### Historian

Sarah Clark, UNC-Wilmington

### Awards

Pat Nash, Central Piedmont Com. College  
Jeanette Moss, Wake Technical Comm. College  
Michael Bailey, Southern Bank

### Employer Visitation

Renee Wooten, Blue Cross Blue Shield of NC

### Professional Development

Pat Nash, Central Piedmont Com. College  
Leslie Wright, UNC-Wilmington

### Communications/ Marketing

Kimberly Velazquez, Enterprise Rent-A-Car  
Margaret Ann Hughes, Northwestern Mutual Financial Network

### Membership

Lynette Orbovich, Appalachian State University  
Glenda Lee, Duke University

### Newsletter

Brian Newton, East Carolina University  
Katie Wohlman, Lenoir-Rhyne College

### Technology

Josh Silvey, Appalachian State University