

North Carolina Association of Colleges and Employers

The Flying ACE

A Partnership of Business, Education and Government

Winter 2004

Novozymes Hosts NCACE Professional Development / Employer Visitation Event

By Sarah Moore Brookshire, Pfeiffer University

The Professional Development/Employer Visitation at Novozymes NA on November 7th was a great success. The 14 participants enjoyed a tour of the Novozymes NA

facility in Franklinton, NC and an interesting workshop led by Judy Goodnight on *Maximizing Your Investment in Meetings: Facilitating, Planning and Evaluating*.

Did you know that you should never plan an important problem-solving/decision-making meeting on Monday mornings or Friday afternoons or the ending of the work period? So when should you hold meetings? When people have high energy, preferably in the morning or at the beginning of a work period. Set the meeting date on a day when all essential people and information are available. This and lots of other great tidbits were shared during the presentation and group discussion. During our tour, we also learned a lot about enzymes including this: enzymes are used to make stoned-washed jeans. Most of us just nodded our heads during the technical presentation but we did learn

that there are jobs for science majors and more at Novozymes, NA. Go to www.novozymes.com for more information.



In a time when we are all stressed out and short on time, this meeting was enlightening. The participants now have some methods at their fingertips that will allow them to better manage their time through more productive meetings.

Thank you Novozymes NA and Jerry Allen for sponsoring this event and for those who participated in the Novozymes NA professional devel-

opment and employer visitation. I hope that you will all participate in the January 30 professional development event - Coffee and Conversations.



Letter From the President



Dear Colleagues:

One of my New Year's resolutions was to look for joy in every nook and cranny this year. One of my sources of joy is being President of NCACE and working with a super group of people, both members and Executive Board/Committee Chairs. As I sat in Asheville at the January meeting of the Executive team, I looked around the group and thought what an honor and privilege it is to work with such fine folks.

Since the last newsletter, the Executive team has held two Board meetings and the SACE conference has occurred, so there is much to report. A great place to start is the NCACE conference in Asheville, May 5-7, *Soaring to New Heights*. You will soon be receiving registration information – early bird deadline is March 15. This year a hotel invoice will be available on line if early payment would help your budget situation. Hotel registration deadline is April 4.

Hats off to Holly and Kent and conference committee members for their hard work in planning our 35th Anniversary conference. Keynote speakers include Delores Parker, VP for Academic & Student Services for the NC Community College system; Neal Murray, nationally known speaker, author, and consultant, and Bryce Lane, Professor at NCSU who has received three outstanding teaching awards and who hosts the popular PBS TV show *In the Garden*. Excellent breakout sessions, business roundtables, and best practices exchanges will enable us to share information and soak up great ideas for use back at home base.

Scott Jolley and Pam Angle are heading up conference donations. In the past, donations from employer organizations and college/university offices have enabled us to enjoy outstanding programming and events. Especially in this economic climate, donations are essential. If your organization can help, please contact Scott at 704-373-6476 or Pam at 336-733-2012.

Jeff Nardo and Brenda Tyson will send Award nomination forms out soon for the Outstanding Service, Professional, and Employer Awards. Please do your part to nominate a deserving NCACEer by the March 19th deadline.

Employer Visitation Co-Chairs Pat Nash and Meredith Goetz, and Professional Development Co-Chairs, Jerry Allen and Sarah Moore Brookshire hosted a visit to Novozymes North America, Inc. for the fall event, where a program was presented on how to maximize your meetings. On January 30 the *Coffee and Conversations* regional meetings will be held in Henderson, Morganton, Jacksonville, and Charlotte from 10 am-2 pm. This is a new effort for us to get folks together on a regional basis to discuss hot topics. For an hour that morning we all will be connected via the NC Information Highway for a discussion among participants at four sites. Many thanks to employer members Belk, Enterprise, and Novozymes for providing on site lunches.

At the SACE conference in December, NC folks did outstanding jobs. North Carolina had the most attendees by a significant amount, although we are now third in the membership count. Also, NCACE was a monetary contributor to the SACE conference with a \$300 donation. Please read about member contributions in the SACE article.

Go to our website, ably maintained by Leslie Rand Pickett, for fun photos, registration information, and member information. And kudos to the newsletter team of Rhonda Kosusko and Brett Woodard for gathering articles and creating this document. I look forward to seeing you all for *Coffee and Conversations*.

Happy New Year,
Pam Brumbaugh
NCACE President

Reserve January 30 for Coffee and Conversations!

Tight on time and money for professional development?

We have a solution!

Jump start your new year by sharing ideas with corporate and career development professionals from across the state. Join your colleagues at one of four regional NC locations to discuss “hot” topics such as creative marketing on a budget, how to stretch a dollar and recruit in tough times. Your drive time will be short and the event is free. We will even provide a light lunch.

Four colleges will host the regional meetings that will include a live broadcast courtesy of the North Carolina Information Highway. Through this technology, participants at all locations will be able to share ideas and save time and travel costs.

Check the NCACE website (www.ncace.org) for more information and to complete a quick registration form for one of the following locations:

Central Piedmont Community College
– Charlotte
Coastal Carolina Community College
– Jacksonville
Vance Granville Community College
– Henderson
Western Piedmont Community College
– Morganton

A great opportunity to meet your colleagues, share solutions, and discover the benefits of being a member of NCACE. Membership is not required for this event, so plan

on being our guest and bringing along a colleague. Just be sure to provide their name on the registration form found on the NCACE website: <http://www.ncace.org>

See you on Friday, January 30th!

Pat Nash, Central Piedmont Community College
Meredith Goetz, Enterprise Rent-a-Car Co-Chairs, Employer Development Committee



Kudos to...

Megan Chambers, Assistant Director, UNC-Asheville Career Center, who gave birth to a baby boy, John Maxwell Chambers, on November 5th.

Jeff Henley, formerly Associate Director of Career Services, Kenan-Flagler Business School, UNC-CH, on his new position as Director of MBA Career Services at William and Mary.

Sue Martin, formerly Executive Director of the Career Management Center at Old Dominion University, on her new position as the Assistant Vice Chancellor for Student Professional Development at East Carolina University.

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.

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

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SACE Conference is Well-Anchored Success!

By Pam Brumbaugh, *Elon University*

The 2003 SACE Conference, *Anchored Through Unity*, December 8-10, provided opportunities for professional development and networking – and gave 318 participants a chance to spend several days networking in Norfolk, Virginia at the Norfolk Waterside Marriott.

Forty-eight participants from North Carolina gave us the lead in attendance numbers by a significant amount. However, North Carolina is third on the list in number of SACE members. NCACEers were in the forefront as conference committee members and contributed untold hours of work to ensure a successful event. Kudos to the following:

Karen Thompson – Conference Tri-Chair
 Kent Hester – Program & AV
 Leslie Rand Pickett – AV
 Leslie Wright – Local Arrangements
 Carolyn Green – Door Prizes & Goody Bags/gift basket
 Audrey Abron – Our NCACE gift basket
 Denisha Sanders – State Assoc. Liaison Subcommittee Chair

In addition to the time and energy NCACE members contributed to the conference, we donated \$300 to become a Conference Sponsor at the Bronze Level, as did every other state association. SACE sent a nice thank you card to express their appreciation for the support.

Networking in the Presidential suite on Sunday night set the stage for excellent networking opportunities throughout the conference. On Monday the conference opened with introductions and a Keynote by Patrick Combs entitled *Triggering the Life Fantastic*.

Patti Wood closed the conference at Brunch on Wednesday with her Keynote on *Reading Body Language: First Impressions*. In between the Keynotes, participants attended breakout sessions on a

variety of topics from Charisma and EPA Branding to On Campus Collaborations and Finding a Federal Job. To enthusiastic applause, Thom and Leslie from UNC-W presented a workshop on the creative and successful marketing of career programs in their office. Look for this

workshop in May at our conference by popular demand. Check the SACE website, www.sace.net, to find out about all programs presented.

Quotes from NCACE members who attended the SACE conference:

"I always come away from the SACE conference challenged and excited about how I can more effectively serve our clients. The sessions are informative and innovative. I also enjoy the networking opportunities that this regional conference allows us to have."
 – Holly Sweat

"Excellent participation from North Carolina colleagues with conference administration, programming, and activities! Made for great networking opportunities and excellent programs – great experience!"
 – Thom Rakes

"I was pleasantly surprised by the excellent resource room and silent auction. I especially enjoyed Tuesday's session on confronting the challenge of student expectations. The SACE conference is one conference where I always feel comfortable meeting new people."
 – Jim Allison



It's Time to Head for the Mountains!

The 2004 Annual Conference Committee has recently completed its on-site planning meeting in Asheville, and we are more excited than ever about this year's conference.

Soaring to New Heights is the theme for the 2004 Annual Conference to be held May 5-7, 2004, at the beautiful Renaissance Hotel in historic downtown Asheville, NC. It's been three years since we've held our conference in the mountains, so we hope everyone is ready for some cool, crisp nights and warm spring days in the high country.

We are equally excited about the content of the conference this year. Three keynote speakers have been confirmed and much of the program has been set. Bryce Lane, Professor of Horticulture at NC State and host of "In the Garden" on PBS, will bring us an inspirational and motivational talk; Delores Parker, Vice President of Academic and Student Services for the NC Community College System will bring us upbeat news on how community colleges are helping NC to soar to new levels for the future; and Neil Murray, a nationally known and recognized speaker and former Director of Career Services for UCSD, will enlighten us with a presentation on Performance Management...and those are just the keynotes!!

Breakout sessions and roundtable discussions will also touch on important and relevant topics aimed at helping all of us network, learn from one another, and work smarter.

Beyond the presentations and keynote addresses, the conference also promises to offer a taste of the Asheville area to attendees. An interpretive specialist from the US Park Service will educate us on the Appalachian area and Celtic dancers will entertain us with dances of the region...not to mention all there is to do within walking distance in downtown Asheville. Come early or stay late to enjoy shopping for antiques, dining in one of many downtown restaurants, browsing the galleries or visiting the Biltmore Estates. You'll also be close to the Nature Center of Western NC, whitewater rafting, and the famous Blue Ridge Parkway.

Look for more information in your conference registration packet due to be mailed out by mid-February. For those of you who are dealing with uncertain end-of-the-year budgets, and would like to go ahead and reserve your room and pre-pay, simply go to www.ncace.org to get your pre-payment invoice form, and contact the hotel by calling 828-252-8211 or by visiting: <http://marriott.com/property/propertyPage/AVLBR>.

If you can only attend one conference this year, make sure you attend the 2004 NCACE Annual Conference...where you'll be "Soaring to New Heights!"

See You in Asheville!

Holly Sweat & Kent Hester
Co-Chairs, 2004 NCACE Annual Conference



NCACE Conference 2004
May 5-7, 2004 ~ Asheville, NC

NCACE Conference: *Registration has never been easier!*

This year, the NCACE conference committee is offering two different options for registration for the annual conference:

Option 1: Paper registration form

When you receive the registration packet in the mail, simply complete the form and mail it in along with your check.

Option 2: On-line registration form

Just go to the following address, fill-in the required information and click submit:

<http://web.uncg.edu/Hire/ncace>

You will receive an automatically generated e-mail that confirms your tentative registration, pending payment.

We do not have the capability of accepting payment electronically so both registration methods still require you to mail a check to finalize registration.

Early Bird (Postmarked by March 15, 2004) registration is \$130 and **Regular** (After March 15, 2004) registration is \$150. Please make all checks payable to "NCACE" and send to:

NCACE Registration
c/o Tony Abbruzzi
Career Services Center
#1 Elliott University Center
PO Box 26170
Greensboro, NC 27402-6170
(T) 336-334-5454
(F) 336-334-5456
(E) ajabbruz@uncg.edu

P.S. Don't forget to contact the hotel to make your room reservations!

2004 NCACE Awards Call for Nominations

It is time to nominate your NCACE colleagues for one or more of our three major awards! The Outstanding Professional, Outstanding Service and Outstanding Employer Awards are presented to worthy recipients at the annual conference, to be held this year in Asheville, NC, on May 5-7. The first two awards honor *individual* achievements; the Outstanding Employer Award recognizes contributions made by an *organization*. Please check out the NCACE website for nomination forms and a list of past recipients. You may nominate by email, fax, or mail.

Don't let the nominations process frighten you away from submitting a person's name for consideration. You may submit a nomination on your own or collaborate with other NCACE members to nominate well-deserving individuals or organizations. Help us recognize our members for their outstanding contributions to the Association and/or profession - nominate today! Our nomination deadline is Friday, March 19, 2004. We look forward to hearing from you soon!

Brenda Tyson, Belmont Abbey College
Jeff Nardo, Coastal Carolina Community College
NCACE Awards Committee Co-Chairs

An Open Invitation from the E-leads Consortium

E-leads is a web-accessible database of job leads for liberal arts students. Since opportunities for liberal arts students are typically more difficult to identify, E-leads enables students to search for appropriate employers with whom they can follow up and network as part of their job search. The emphasis is to provide students with leads to employers who anticipate hiring for any professional position/s within the next year, not neces-

continued next page

Welcome New NCACE Members!

Kimberly Blackwell

Regional Recruiting Coordinator
Enterprise Rent-A-Car
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Greensboro, NC 27407
(336) 544-1471
kimberly.l.blackwell@erac.com

Doris Conn

Director, Career Services
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Scott Coulthard

Career Services Technician
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Wilmington, NC 28401
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scoulthard@cfcc.edu

E-leads Consortium *continued*

sarily at the time contact is initiated. Students interested in an organization make contact based on the organization's preferences. Each of the eleven member colleges and universities of the E-leads consortium is responsible for one of the following career fields: Environmental, Healthcare Administration, Criminal Justice, Hospitality, Public Policy, Public Relations/Marketing, Social Services (Youth), Social Services (Adult), Publishing, Radio/TV/Film, and Sports Management/Marketing. Each college has agreed to maintain a minimum of 100 organizations/agencies in their area of responsibility, with updates being completed by April 1 of each year. (Much of the updating process is automated.)

The Consortium has decided to extend an invitation to all NC Colleges and Universities that are interested (as well as a few selected institutions out-of-state). There is a one-time fee of \$1,800 to cover the costs of database development and initial set-up. Available career fields are:

- Foreign language
- Management
- Research (non-scientific)
- International
- Government (local, state, federal)
- Paralegal/legal research
- Performing arts/museums
- Archeology
- Human resources
- Short term (1-3 yrs) opportunities

Members of the E-leads consortium include The University of North Carolina at Greensboro, NC State University, University of North Carolina at Chapel Hill, Duke University, Meredith College, Elon University, UNC Wilmington, UNC Charlotte, UNC Asheville, Greensboro College, and Wake Forest University.

If you are interested in providing this valuable resource to your students, please contact Marcia Harris at (919) 962-4481 or mharris@email.unc.edu, indicating the career area you wish to assume responsibility for.

Margie Decker

Career Development Officer
Strayer University
5600 77 Center Drive Suite 370
Charlotte, NC 28217
(704) 604-3006
mzd@strayer.edu

Cindy Dellinger

Hub Recruiter
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Patrick Pittman

Director of Career and Testing Services
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Quyen York

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Meet the Executive Team!

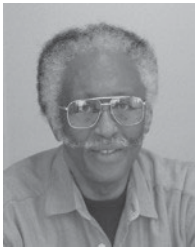
In the last two newsletters you met 20 members of the NCACE Executive Board and Committee Co-Chairs. Here is the last installment introducing you to the final 9 members of the team.



Employer Rep – Scott Jolley
 Technical Recruiting/External Relations Manager
 Duke Energy 27 years
 NCACE 5 years
 2003 Conference Program Committee
 Industrial Electronic Technology degree from USC
 Spartanburg Technical College



Membership Committee Co-Chair – Michelle Brown
 Career Counselor, Public Services and Environmental Careers, Coordinator, Peer Career Center
 ASU Career Development Center 4 years
 NCACE 4 years
 BS – Business Adm., ASU
 MA – Student Development, ASU



Leadership Committee Co-Chair – Brutus Jackson
 Director of Career Services
 Elizabeth City State University 12 years
 NCACE 12 years
 Outstanding Professional Award 2002
 13 years previous career service exp.
 BS – Bus., Southern U, Baton Rouge, LA
 MBA – Texas Southern U



Membership Committee Co-Chair – Tony Abbruzzi
 Assistant Director
 UNCG Career Services Center 4.5 years
 NCACE 4.5 years
 Conference registration 2 years
 US Navy Captain – 30 years
 Speed skater
 MEd – U of New Orleans



Newsletter Committee Co-Chair – Brett Woodard
 Assistant Director for Student Employment
 UNCG since August 2003
 NCACE 4 years
 ASU Career Development 4 years
 Graphic Designer
 MA – Student Affairs, Indiana U of PA



Communications/Marketing Committee Co-Chair – Fran Vogelien
 HR Workforce Planning Manager 3 years
 United Parcel Service 14 years
 NCACE 3 years
 BA – Psychology, UNC-Charlotte
 NS – Organizational Communication, Queens U



Technology Committee – Beverly Marchi
 Assistant Director, University Career Center
 NC State University 12 years
 NCACE 12 years
 College Recruiting at CSFB in NYC
 BS – Health Science, U of MA
 MA – Counselor Ed, Boston College



Communications/Marketing Committee Co-Chair – Carolyn Green
 Regional College Recruiter 3 years
 Walt Disney World 8 years
 NCACE 2 years
 2004 Annual Conference Door Prize Co-Chair
 Guest Services Manager – Downtown Disney, Animal Kingdom, & Magic Kingdom
 BS & BA – Marketing & Business Mgt, ECU



Technology Committee – Leslie Rand Pickett
 Career Development Counselor
 UNC-Wilmington 4 years
 NCACE 4 years
 Conference, Employer Visitation, Membership
 AA – Peace College
 BA – Psychology, UNC-CH
 MEd – Counselor Ed, NCSU



Rear Row: Jeff Nardo, Pat Nash, Donna Seckar, Mike Bailey, Carolyn Mark, Linda Greenwood and Pam Brumbaugh. **Middle Row:** Jerry Allen, Sarah Moore Brookshire, Holly Sweat, Leslie Rand-Pickett, Brenda Tyson, Meredith Goetz, Jeannette Moss, Tony Abbruzzi and Audrey Abron. **Front Row:** Lori Bumgarner, Brett Woodard, Michelle Brown, Dana Sumner and Kent Hester.

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

Executive Committee

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 Vogeliën, UPS

Carolyn Green, Disney Worldwide Services

Leadership Committee

Brutus Jackson, Elizabeth City State University

Mike Bailey, Southern Bank and Trust

Membership Committee

Michelle Brown, Appalachian State University

Tony Abbruzzi, UNC-Greensboro

Professional Development Committee

Jerry Allen, Novozymes North Americas, Inc.

Sarah Moore Brookshire, Pfeiffer University

Technology Committee

Leslie Rand-Pickett, UNC-Wilmington

Beverly Marchi, NC State University

Newsletter Committee

Brett Woodard, UNC-Greensboro

Rhonda Kosusko, Elon University

Historian

Lori Bumgarner, UNC-Pembroke