

North Carolina Association of Colleges and Employers

The Flying ACE

A Partnership of Business, Education and Government

Spring 2009

Difficult Times Call for Difficult Decisions:

NCACE/SCACE Joint Conference Cancelled

Submitted by Darlene Broadhurst, UNC-G and Sarah Wilson, CPCC

After much discussion among the Conference Co-Chairs, the Conference Committee, and Presidents of NCACE and SCACE, the decision was made to cancel the 2009 NCACE/SCACE Joint Conference in Charleston, SC. It was a very difficult decision because our members look forward to the conference every year. But due to the current economic situation and the impact it is having on our members' ability to attend conferences and travel, we thought it was best to cancel the conference rather than proceed as planned and have very low attendance.

In addition to the economy, there were other things that factored into our decision:

1) Our goal of having a joint conference was to have it "bigger and better" than ever! It would give NCACE and SCACE the opportunity to network with one another, hopefully draw people to the conference who wouldn't normally attend, and increase our memberships. Unfortunately, those things would not have been possible this year.

2) Feedback we received via the survey we sent to our members was very helpful. Over 100 people responded to the survey. Less than half of those who responded said they were definitely going to be able to attend the conference. More than half said they definitely were not going to be able to attend or were unsure. With more than 50% not being able to attend the conference or not being sure, we thought it was best to cancel the conference.

3) The financial ramifications of continuing on with the conference and possibly getting a very low turnout were a large part of the decision. We ultimately felt that cancelling the conference would be the best financial decision for both states.

Financial impact to NCACE for cancelling the conference:

Since we had a contract with The Francis Marion Hotel, the organizations will have to pay a cancellation fee in the amount of \$17,135. The cancellation cost will be covered by both NCACE and SCACE, as well as by some of our very generous member organizations. To help defer the cost to NCACE and SCACE, the following organizations have donated what would have been their conference sponsorship toward the cancellation fee:

Lowe's

Milliken

Novozymes

East Carolina University, College of Business

Southern Bank

We greatly appreciate the support of these organizations, and if you have a chance, we hope that you'll express your thanks to these organizations, as well. If your organization is interested in making a donation to go towards the conference cancellation cost, please contact one of us. -Conference Article Continued on page 4



North Carolina Association of Colleges and Employers

Letter From the President



Best Wishes for the New Year!

Can you believe that it is already 2009? And we already are dealing with the worsening issues of last year—from the economy and job market to local budgets and layoffs. While it would be wonderful if our new North Carolina Governor and new U.S. President were able to create a miraculous recovery, the more likely scenario is that we as career development and recruitment professionals are in for a challenging year. Our skills and expertise will be needed more than ever, with an increased pressure to perform our own miracles.

Part of the economic legacy of 2008 for NCACE is our cancelled annual conference scheduled for May 2009. While we and the South Carolina ACE are responsible for a sizable cancellation fee, I believe we have avoided the even more devastating financial burden of hosting an unsuccessful conference. I was reassured that this was the right decision by messages from so many of you who shared my sadness at canceling the conference but also shared my belief that it was the correct financial decision. Three aspects of this situation show the strength and resiliency of our organization's membership. First, a number of organizations already have committed to sizable donations to help defray some of the cancellation fee. These organizations include Milliken, Lowe's, Novozymes, East Carolina University College of Business and Southern Bank. Please thank these organizations for their amazing support and generosity. If your organization can donate any monies to this cause, it would be greatly appreciated. We will find meaningful ways to acknowledge these organizations over the next two years. The second impressive aspect of this situation is to recognize the diligence and forethought that our NCACE leadership have had over the past years. Their professional and fiscal stewardship now allows NCACE to weather this challenge. Thanks to them we can pay our bills and remain an active and vital professional association.

The third impressive area is the efforts that our many Conference Committee members have made over the past few months to plan for the 2009 conference, especially co-chairs Darlene Broadhurst and Sarah Wilson. Those committee members were equally thoughtful and creative as we weighted the difficult decisions of this past month. Their work will not be lost, as we will incorporate their ideas into other programs and future conferences. Please thank those past NCACE leaders, and our conference leaders this year, for their professional dedication and commitment to NCACE and its members.

So what major challenges does 2009 bring to your operation? Employers may struggle with issues such as these: Ways to manage increased applications for fewer openings. Avenues to continue a positive profile on campuses while recruiting less or not at all. Campuses may struggle with topics such as: How can I serve more students with fewer resources? How can I provide useful job search services in this job market?

The current NACE Journal (www.nacweb.org) makes some recommendations. For HR/staffing professionals, they recommend maintaining relationships with key campuses through presentations to student groups or classes, sending alumni employees to provide workshops and practice interviews, etc. They also recommend preparing for a positive future recruiting environment so you are ready whenever the economy improves.

For campus career offices, the article recommends maintaining strong relationships with those employers who are recruiting, and expanding your employer development to include more smaller companies, government agencies, nonprofit groups, healthcare organizations and local employers. Also encourage students to explore nontraditional opportunities such as the Peace Corps. In addition, we should keep our current networks strong, and expand them through brainstorming sessions with faculty, community groups and other employers.

- *President's Letter Continued,*

Other nuggets of career and employment info come from a variety of sources:

The U.S. Bureau of Labor Statistics estimates that by 2016, healthcare will employ more people than any other industry (18.9 million), followed by retail trade (16 million) and accommodations & food service (12.5 million). The highest annual growth will be in consulting (5.9%), computer systems (3.3%), software publishing (2.8%), arts & entertainment (2.7%) and professional & technical services (2.6%).

Working Mother magazine has selected their top twenty companies for multicultural women, and the top five are American Express, IBM, General Mills, PricewaterhouseCoopers and Ernst & Young.

Fortune magazine (Nov 24, 2008) reports that the recent economic crisis has caused companies to reassess what type of leaders will bring their companies success and stability. Labeled "lifeguard leaders," they are willing to admit they don't have all the answers, ask team members for help, scan the horizon for potential problems, work well with regulators and stockholders, have the courage to admit when they are wrong, and change course if an approach isn't working.

A Robert Half survey reports that only 24% of companies will accept video resumes. Many employers cite "a fear of bias claims from applicants" as one major reason.

BusinessWeek magazine (Nov. 3, 2008) and ACES News reports on the National Longitudinal Study of 1988 which suggests that having sparkling social skills might be a better predictor of future earnings than test scores. Dr. Christy Lleras found that "pupils described by teachers as conscientious, motivated, and able to relate well to peers and adults" earned \$3,200 more a year than students who scored well on tests, but had weaker social skills.

"Google for Jobs." The new job search engines continue to help applicants narrow down the online job listings that fit their goals. This dynamic "spider technology" helps make sites such as Indeed, JuJu and LinkUp vital job search resources.

And finally, a factoid to help warm up your winter—the job market is sizzling in Saskatchewan! (Fortune magazine, Nov 10, 2008) Rich in many natural resources, but not people, this often frigid Canadian province has worker shortages in most every career field. A visit to their recruiting website (www.saskjobs.ca) will lead you to over 6,000 well-paying job openings.

Thom Rakes, NCACE President

Just For Laughs!

How careers end...

Electricians are delighted.
Piano tuners are unstrung.
Cooks are deranged.
Dressmakers are unbiased.
Programmers are decoded.
Vegas dealers are discarded.
Nudists are redressed.
Office clerks are defiled.
Mathematicians are discounted.
Students are degraded.

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 Brian Newton (newtonf@ecu.edu). Your comments and feedback are always welcome!

NCACE Newsletter Committee

Katie Wohlman
Lenoir-Rhyne University
katie.wohlman@lr.edu

Brian Newton
East Carolina University
newtonf@ecu.edu

-Conference Article Continued

Fortunately, due to the strong leadership of past NCACE Presidents and Boards, and the support of our membership, NCACE is in a position to pay our portion of the cancellation fee. We want to assure our members that the organization will not be significantly impacted in a negative way.

We appreciate all of the hard work our Conference Committee put into planning the conference. We had a lot of great ideas, and we were very excited about the opportunity to work with SCACE. As many of you know, it takes a lot of time and effort to put together a great conference. We want to thank everyone who was part of the Conference Committee for their willingness to work together and make this conference happen!

We are still planning to have an NCACE event sometime during our May conference dates. Please hold those dates, and we'll keep you posted. If you have any ideas for events, topics, or speakers, please contact us.

Thanks to all of you who helped us with and supported this decision. We look forward to helping with a future conference.

Sincerely,

Darlene Broadhurst, Conference Co-Chair (debroadh@uncg.edu; 336-256-0390)

Sarah Wilson, Conference Vice-Chair (Sarah.Wilson@cpcc.edu; 704-330-4623)

Kudos to...

Lisa Flint-Morris, North Carolina State Government Internship Coordinator, gave birth to Kay Murphy Morris on December 23, 2008 at 5:49 pm! Mom, Dad and baby are home, healthy and doing well.

Kimberly Velazquez gave birth on Thursday, January 22nd at 11:45pm. Gabriel Manuel Velazquez came in at 6lbs 10oz and 21 inches long. Mommy and baby are doing fine!

Katie Wohlman, of Lenoir-Rhyne University appeared on a local tv station to promote internships in the community: <http://titancast.titantv.com/p/whky/v/Katie-Wohlman-of-Lenoir-Rhyne-University-talks-about-interships-for-local-businesses/1ACF0ZBO.aspx>

Thank you Marcia Harris!

The North Carolina Association of Colleges and Employers would like to thank Marcia Harris for her many years of service to the organization and her dedication to the field of career counseling and collegiate career services. Marcia retired February 1, 2008 as Director of University Career Services at the University of North Carolina at Chapel Hill. She had served in that role since 1982.

Her innovative leadership has been acknowledged with numerous awards, including the NACE Academy of Fellows in 2004 which is the highest honor given by National Association of Colleges and Employers. She is a recipient of the 1990 NCACE Outstanding Professional Award and also received the UNC Massey Distinguished Service Award, which is the highest service award given at UNC Chapel Hill.

“For years we NCACE members have held Marcia in high esteem as a sterling leader and role model who was consistently on the cutting edge of career services paradigms,” said Pam Brumbaugh, Director of Experiential Education at Elon University. “Her enthusiasm for sharing her wisdom with us as an author and presenter is impressive. We applaud her extensive contributions to NCACE.”

Mike Bailey, Senior Vice President of Human Resources with Southern Bank says, “Marcia, to say this profession is going to miss you is an understatement.” We wholeheartedly agree!

Employer Spotlight - Thompson Financial Group

Submitted by Margaret Ann Hughes, NMFN

Welcome new member Janette Jones, Agency Recruiting Director and Financial Advisor:

What do you want us to know about your employer/company? At Thompson Financial Group, our strength is in our commitment to quality. Over the last century, our firm has evolved into a leader in financial services. With over 102 years in the industry, we have developed a wealth of experience and resources to serve our clients. As a team, we listen to your financial needs and concerns and provide the right solutions in a timely, cost effective manner.

Based in Charlotte, Thompson Financial Group is the North Carolina and Virginia agency for New England Financial, a MetLife company and one of the oldest and strongest financial institutions in the country. We understand that identifying and assessing risks and liabilities are critical to our clients' business interests. **What do you do exactly?** I am the Agency Recruiting Director for The Thompson Financial Group, the North Carolina Agency for New England Financial. It is my responsibility to find and recruit the best experienced and inexperienced people to grow our agency for all of our offices across the South East. I am also an experienced Financial Advisor and have a practice of my own with a focus on retirement strategies for both individuals and businesses.

What is your background?

I am a 1992 Graduate of Manchester Polytechnic, Manchester England. I began my financial career at Nations Bank in 1997. Soon after I was recruited by First Union National Bank to join their Retail Investment Group as a Retirement Specialist. In 2000 I moved to San Francisco and joined Fidelity Investments as a Financial Representative. I decided to return to Charlotte in 2005 and resume my career as an independent advisor with New England Financial. I have my series 7, 66, Life & Health and Long Term Care license.

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

As a recruiter I am fortunate that no two days are the same. I spend a good bit of time out of the office networking at association events, Chamber meetings and various other networking groups. I enjoy the social interaction and have met some incredible people.

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

Enthusiasm and passion for the industry. A person who is a self starter and eager to build a future with a healthy balance of work and personal life. Natural born sales people who desire to help others. Someone who loves to learn. I like to see a little personality too.....a sense of humor never hurts!



What is your personal mantra?

Work hard, play hard and don't take life too seriously.

What do you do for fun?

I love to hike with my dog Bob. There's nothing better than a beautiful day in the North Carolina countryside. I also love to travel. I have just returned from a two week backpacking trip around Europe.

Best celebrity encounter?

Hanging out with Dave Matthews and the band backstage after a concert in Richmond VA many moons ago.

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

I am originally from England. I immigrated to America in 1996 when I was 25 years old with just a suitcase...and a dream.

New Section!

This is a new section of the Flying ACE! If you would like to be highlighted or know of someone who should be highlighted, let the newsletter committee know!

JR Motorsports Announces Partnership with Fastenal

Submitted by Bonnie Zeinert, Fastenal Company



Fastenal No. 5 Chevrolet Designed by Dale Jr.

Fastenal Company has partnered with JR Motorsports to become a sponsor of the team's No. 5 entry in the NASCAR Nationwide Series. The newly formed partnership will continue Fastenal's presence in the Nationwide Series for the second straight year, while putting JR Motorsports co-owner Dale Earnhardt Jr. behind the wheel of the No. 5 Fastenal Chevrolet for select Nationwide Series races.

Fastenal, North America's largest fastener distributor and one of the world's leading full-line industrial suppliers, will be the primary sponsor of the No. 5 Chevrolets for 14 of the No. 5 team's 21 races in 2009. The partnership will kick off at Texas Motor Speedway on April 4 with Earnhardt Jr. behind the wheel. He will make one other start in the No. 5 Fastenal Chevrolet, at Daytona International Speedway in July.

"Everyone here at Fastenal is thrilled to be working with Dale Jr. and JR Motorsports to help continue the success of the No. 5 team," said Fastenal President and CEO Will Oberton. "We're looking forward to a great year on the track, and an opportunity to associate the Fastenal brand with one of the most popular drivers in the history of motorsports."

ABOUT

FASTENAL COMPANY:

Since 1967 Fastenal Company has grown from a small-town fastener store into North America's largest fastener distributor and one of the world's fastest growing full-line industrial supply distributors. Each of our 2,300+ stores is a full-service, one-stop source for hundreds of thousands of top-quality industrial and construction products

– 100% focused on meeting local customers' supply needs, backed by the company's global distribution strength. This local service model enables Fastenal stores to tailor inventory to anticipate customer demand, while providing personal, flexible service that's recognized as the industry standard. To help customers reduce total costs and achieve their business goals, Fastenal offers a wide range of value-added services and solutions, including inventory management, custom manufacturing, e-business integration, and innovative technology solutions that streamline the supply process. To learn more about Fastenal's people, products, services and solutions, visit www.fastenal.com.

6th Annual Coffee and Conversations!

Submitted by Connie Johnston, Central Piedmont Community College

On January 23, NCACE held the 6th annual Coffee and Conversations event from sites at Central Piedmont Community College, Johnston Community College and the University of North Carolina at Greensboro through the Information Highway. The event utilized a panel format with employers discussing recruiting trends. Afterwards, participants enjoyed lunch compliments of Central Piedmont Community College, Enterprise Rent-A-Car, and Novozymes North America Inc.

As expected, the economy was a hot topic during the event. The number of jobs posted with some career centers and registrations for Career Fairs has decreased. Overall, employers have fewer jobs to fill. During the current recession, employers still value attending career fairs for the opportunity to develop relationships with students to fill future positions and to promote their companies.

Technology is changing the hiring process. Some companies are using social networking sites like Facebook to research candidates, investigating using texting to communicate with candidates or using webcams for first interviews. The assessments that are a common part of online applications are becoming more sophisticated.

Here are some tips the employer panel shared:

- Students need to be cautious about negotiating salaries



in the current economy. Most employers have a set range they will pay entry level employees. Some salary research tools on the Internet such as Salary.com do not reflect the current reality in the market.

- Employers at large corporations do not want hard copies of resumes and cover letters. Recruiters prefer one-page resumes for recent graduates. Handwritten thank you notes are still welcomed. However, students need to consider how fast it takes to deliver the mail if the recruiter will be making a quick hiring decision. In those cases, email would be more appropriate.

- Students need to be flexible in their job search and look outside of the big names in the industry. Fewer paid internship opportunities exist. Students who need real world experience should consider unpaid internships, volunteering, job shadowing, and leadership roles in extracurricular activities, which are all still valued

by employers.

- New graduates should be willing to take non-managerial opportunities. In the current economy, many people who were nearing retirement are delaying their plans.

- On the whole, employers are not hiring temporary workers as much. Instead, they are cross training employees so they can be more flexible and retain their current workforce as much as possible.

Both employers and colleges walked away with fresh ideas and new information. Thanks to Pat Nash and Leslie Wright for organizing this event, and to Andrea Sutton and Donna Seckar for moderating at their locations.



THE ½ % 's MAKE A 100% DIFFERENCE IN ADVANCING YOUR CAREER

Submitted by Karen Thompson, UNC-W

Kathryn Wright eyed her roommate, Sara with a furtive sideways glance. She had just done the unthinkable. Quietly, but decisively, she had cut up her salad. The bit-sized pieces of bibb lettuce, tomato and onion sat in a small mound on the plate in front of her.

A moment later, etiquette trainer Karen Thompson finished her sentence: "...and remember, always cut up the food a portion at a time."

Kathryn laughed, shrugged her shoulder and grinned at her roommate. Sara blushed slightly. "It's easier to eat this way," she said as she dug into a pile of lettuce – using her salad fork tines down, of course.

The setting was an elegant dining venue where students gathered for a plush meal. The topic - dining etiquette.

Thompson gently but firmly guides the roomful of corporate bound students through the sloshy dangers of soup, the boney pitfalls of Cornish game hen and the crumbling perils of dinner rolls. The tables were set with a dazzling array of forks, knives and spoons. "Don't worry too much about making mistakes," Thompson said in a soothing voice. "If you realize that you're using your dinner fork for the salad, don't panic and suddenly drop the fork. You'll just draw attention to yourself. Believe me, no one probably noticed you were using the wrong fork...they're too busy paying attention to their own food to watch what you're doing."

Thompson herself was as cool as the cranberry sorbet. She has spent more than 20 years in the education and business field, currently the Associate Director of UNCWs Career Center and the

owner of a company that works with individuals and corporations on corporate and international protocol.

"You can be very intelligent, but if you don't have good social graces, a corporation might be wary of hiring you," Thompson said.

Many students do not receive formal training in etiquette due to the fast-paced, just in time schedules that so many of us have. Sororities and fraternities sometimes hold formal dinners, but the vast majority of college students never have any form of formal dining etiquette training prior to their college education.

Sales people see etiquette and sales as synonymous says Thompson. "It's because so many sales take place over lunch or dinner." So hold true to the old saying that "a little polish can go a long way."

TIPS FOR EATING DIFFICULT FOODS

Crayfish, pizza, spaghettis and artichokes are just a few of the foods lurking out there – foods just waiting for your fork to complete a wrong turn.

- Artichokes are eaten leaf by leaf. Remove the leaves by grasping the tip with the thumb and forefinger of one hand. Dip the base of the leaf in the accompanying sauce, and gently scrape off the meat by pulling the leaf between your clenched teeth. Deposit the leaf on your plate. After finishing the leaves, separate the fuzzy choke from the bottom using the tip of your knife. Cut off a piece of the bottom with your fork. Dip it in the sauce before eating.

- Clams, mussels and oysters are retrieved from their shells with a sharp seafood fork. Eat them whole (either plain or dipped in

sauce). Deposit empty shells on a service plate. (Mussels in stew are eaten similarly, except the shells remain in the stew.)

- Crayfish are eaten by twisting off the head and peeling the shell off the tail. Eat the meat with your fingers.

- Edible baskets such as the tortilla baskets or the cookie baskets the ice creams and sorbets are served in should be broken off, one bite-size piece at a time, and eaten.

- Fish that you must fillet requires that you insert the tip of your knife under the backbone of the fish and slide the knife under the skeleton, lifting it with the knife and placing it on the side of your plate. If the head is on the fish, cut the head off before you fillet the fish.

- Olives should be eaten olives with your fingers when they are served as a relish. If there are stones in the olive, remove the stone with your fingers, or by pushing it with your tongue onto a spoon. Put only a very small olive in your mouth whole, if larger, cut it in half.

- Shish Kabob Except for kabobs served as a hors d'oeuvre, you do not eat directly from the skewer. Begin with the pieces at the bottom to push and slide them eat and veggies off the skewer and onto your plate. Place the now emptied skewer on the edge of your plate, and with your knife and fork, cut the meat and veggies into manageable pieces a bit at a time.

BON APPETIT!

Karen Thompson is nationally certified by the Protocol School of Washington and At Ease, Inc.

Do you Want an Internship? It'll Cost you!

Submitted by Glenda Lee, Duke University;

Article written by Sue Shellenbarger, published on wsj.com (1.28.2009)



Faced with a dismal market for college summer internships, a growing number of anxious parents are pitching in to help -- by buying their kids a foot in the door.

Some are paying for-profit companies to place their college students in internships that are mostly unpaid. Others are hiring marketing consultants to create direct-mail campaigns promoting their children's workplace potential. Still other parents are buying internships outright in online charity auctions.

Even as the economy slows, internship-placement programs are seeing demand rise by 15% to 25% over a year ago. Critics of the programs say they deepen the divide between the haves and have-nots by giving students from more affluent families an advantage. But parents say the fees are a small price for giving their children a toehold in a treacherous job market. And operators of the programs claim they actually broaden access to internships by opening them to students who lack personal or political connections to big employers.

The whole idea of paying cash so your kid can work is sometimes jarring at first to parents accustomed to finding jobs the old-fashioned way -- by pounding the pavement. Susan and Raymond Sommer of tiny St. Libory, Ill., were dismayed when their daughter Megan, then a

junior at a Kentucky university, asked them to spend \$8,000 so she could get an unpaid sports-marketing internship last summer in New York City. Paying to work "was something people don't do around here," says Ms. Sommer, a retired concrete-company office worker; her husband, a retired electrical superintendent, objected that if "you work for a company, you should be getting paid."

But Megan, then 20, had already applied for 25 summer internships and hadn't received any replies. The Sommers gave in, and Ms. Sommer says they're glad they did. After working last summer for a sports-memorabilia auction concern, Megan has come "out of her shell. It really made her grow as an individual," Ms. Sommer says. Megan agrees, saying the internship helped her focus her post-graduation career plans.

The program they used, University of Dreams, Los Gatos, Calif., is one of a handful of for-profit internship companies that have sprung up in the past few years. After screening out some applicants -- the company won't say how many -- University of Dreams helps students polish their résumés, arranges interviews with employers that offer internships, such as fashion house Donna Karan International or public-relations shop Ruder Finn, and also provides on-campus housing and after-hours

social and educational programming for the students during their eight-week internships. The company guarantees an internship placement or refunds students' fees, which range from \$5,000 to \$9,500.

Other parents are paying consultants to mount the equivalent of a direct-mail campaign on behalf of their children. Sheila Miller, Albuquerque, says her daughter, Amber, couldn't find the internship she needed to complete her degree in emergency-management planning at a Texas university; 18 months after completing her course work, Ms. Miller says, Amber was stalled working a \$10-an-hour retail job that wasn't paying the rent.

To jump-start their daughter's career, Ms. Miller and her husband dipped into the remainder of Amber's college fund late last year to send her to Fast Track Internships, a Highland Village, Texas, consultant founded in 2005. For \$799, the firm helped her polish Amber's résumé and cover letter, identify 133 target employers and mail them all letters and résumés. Amber soon received 15 calls from employers and last week took an unpaid internship with a city police department, writing their emergency-response plan. "She's just thrilled," Ms. Miller says. For more on this topic, visit: <http://online.wsj.com/article/SB123310699999022549>.

Welcome New NCACE Members

Sally Masters, Career Counselor
Appalachian State University

Angel Wood, Career Counselor
Appalachian State University

Johnathan Montgomery, I/S Recruiter
BlueCross BlueShield of SC

Marcos Concepcion, H R Manager
Boddie-Noell Enterprises, Inc.

Jennifer Smith, Career Counselor
Central Piedmont Comm College

Chad Gensel, Career Counselor
Central Piedmont Comm College

Jaclyn Mirenda, Career Services
Coordinator
Coastal Carolina Community College

Adriane D. Patterson, Admin. Support
ECSU

Ross Wade, Asst. Director
School of Communications Career

Services
Elon University

Teresa Walker, Asst. Direct for Career
Services, Love School of Business
Elon University

Michelle Jones, Asst. Director of Ca-
reer Services for Arts & Sciences
Elon University

Tom Vecchione, Executive Director
Elon University

Jennifer Davis, Recruiting Supervisor
Enterprise Rent-a-Car

Daisy Osborn, Career Counselor
Fayetteville State University

Tamara Taylor, Coordinator of Student
Leadership and Service
Fayetteville State University

Maurice Wingfield, Career Counselor
Fayetteville State University

Melita Mitchell, Graduate School
Coordinator-Career Counselor
Johnson C. Smith University

Kia Lockhart, Internship &
Cooperative Education Coordinator
Johnson C. Smith University

Helen Tymes, Assistant Director
Methodist University

Richard Darden, Assistant Director,
Career Center
Mount Olive College

Janette Jones, Agency Recruiting
Director
New England Financial

Kristen Carter, AmeriCorps*VISTA
Leader
North Carolina Campus Compact

Samara Kuhn, Graduate Assistant
North Carolina State University

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