

North Carolina Association of Colleges and Employers

The Flying ACE

A Partnership of Business, Education and Government

Summer 2005

NCACE 2005 Annual Conference, *Invest...Recruit... Your Future Workforce,* Proves Successful in the Queen City

By Audrey Abron, Belk Inc., and Pat Nash, Central Piedmont Community College



What do you get when you put together a team? People like Tony Abruzzi (UNCG), Sandra Gibson (ECSU), and a Jeannette Moss (Wake Tech) who efficiently got 120 professionals registered for their annual networking meeting; Rita Baker (UNCC) and Melanie Goetz

(Enterprise Rent-a-Car) who planned your wonderful meals and more; Kim Roper (Caldwell CC) and April Norket (ERAC) who invited us to “run” and “walk”, shop, look at beautiful flowers, and explore the recreational offerings of the Charlotte community; Lauren Payne (CPCC) and Jennifer Davis (FedEx) who entertained you with jazz and taught you salsa dancing; door prize “divas” Rhonda Kosusko (Elon) and Linda James (Enterprise Rent-a-Car) and their many queenly helpers who assisted Rebecca Harris (UNCA) and Marian Holmes (UNC-CH) with goodies for the largest ever new members/first time attendees orientation; Jerry Allen (Novozymes) and Mike Bailey (Southern Bank) who put the “host” in hospitality; Lori Bumgarner (UNCP), Pam Brumbaugh (Elon), and Kristen McFadden (Gardner-Webb) who captured it all on film; Fran Voegelien (UPS) and John Adams (Davidson) who raised the money and Holly Sweat (Gardner-Webb) who paid the bills. What the NCACE membership received was a “dream team” that invested a great deal of their time to recruit the right speakers, find the best entertainment, and plan enriching activities that would have immediate applications in our workplaces.

Denise Smith (UNCC) and Carolyn Green (Disney) and their programs committee executed a dynamic schedule of keynote speakers and workshop sessions.

Cam Marston opened the conference by giving us insight on understanding, respecting, and managing Four Generations in the Workplace – i.e., Matures, Boomers, Xers, and Millennials. Many thanks to the team at Bank of America for sponsoring such a national and internationally known consultant/speaker for our conference.

Some of us took the “Privilege Walk” as part of the Diversity Training Model. Members with great ideas for worthwhile programs gained valuable tools on the ABC’s of Grant Writing, while an even larger group found answers to managing and career counseling the ADHD candidate.

Thanks to Philip Morris U.S.A, Belk and the Professional Development Committee, keynote speaker Greg Gray taught us how to apply the “93% Rule” for day to day leadership. We left his session asking the question: What does my 93% look like?

We were updated on ADA and Visas by experts in the field. An overflowing crowd was introduced to key theories, models and programs by one of our own NCACE professionals during “Successful Internships,

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Letter from the President



Hello NCACE!

I hope this message finds each of you enjoying a little break from your work during the summer season. Welcome to the beginning of a great NCACE year!

To begin, I want to say “thank you” once again for your vote of confidence by electing me to serve as your president. I have always enjoyed my time and benefited both personally and professionally from my interaction with each of you during NCACE events and activities.

As I said during the conference, I feel NCACE is one of the state’s best kept secrets. Members who take full advantage of all that our Association has to offer cannot help but enjoy, learn from and grow from the experiences. Add to our professional events and activities the incredible networking component, and being a member of NCACE becomes a distinct advantage for anyone working in the career services and employment recruiting fields in North Carolina. In my opinion, it’s time to let our well-kept secret out of the bag!

I am fortunate to be serving as president after a long list of talented and valuable leaders have served before me. Each of my predecessors has added to the value of the organization, and I intend to build upon the past successes. I see no reason to change things that work well, like employer visitations, the Flying Ace, Coffee and Conversations, ncace.org and our annual conference...although we should always strive to improve these events, components and activities. I do see where we can make changes in the way we market NCACE and attract new members. I also see ways to improve our membership record-keeping, as well as the way we recognize, mentor and cultivate new members. Together, we can always make a great organization better.

From the preliminary reports, it also looks as though we did well financially with this year’s conference...thank you Audrey and Pat! With even a few extra dollars, we can invest in items and technology that will serve NCACE and save money well into the future.

Finally, I charge each member of NCACE with the responsibility and challenge of becoming a positive “walking billboard” for the Association. Recruiting new members, especially new employer members, should be a shared responsibility and goal among all current members...and with some new marketing materials, this should become easier to accomplish for everyone this year.

Along the same lines, I also encourage each of you to consider presenting your best programs, practices and helpful information at other conferences and seminars. Sharing our talent, knowledge and creativity is a great way to bring positive publicity and exposure to NCACE.

NCACE is strong because of each of you, so thank you in advance for all that you do. I encourage you all to relax while you can, and rest up for an exciting and rewarding year with NCACE!

Take Care,

Kent

Kudos to...

Sharon Jones joined UNC-Chapel Hill Career Services on April 1 as Assistant Director for Math/Technical, Education, College Teaching & Information/Library Science. Sharon rejoins the staff at Carolina after several years of working in private practice. Some NCACE members may remember working with Sharon and may have read her book, *The Parents' Crash Course to Career Planning*, co-authored with Marcia Harris.

Debby Wall has been named Assistant Director for Employer Relations and Experiential Education in the Elon University Career Center. Her responsibilities include expansion of the on-campus recruitment program, student recruiting and matching students with opportunities that fit their skills and career goals. She will also work to increase the visibility of the Career Center and its services both on-campus and in the community. Wall has worked in the Career Center since 1986.

Amanda Williams joined UNC-Chapel Hill Career Services on June 20 as Career Counselor for Internships. Amanda graduated from Boston College with a Master of Arts in Higher Education Administration. She worked as a graduate assistant for the last two years in the Boston College Career Center where she co-coordinated the annual internship fair, advised students looking for jobs and internships, and published the internship newsletter, among other duties.

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Co-ops, and More.” We also took a new look at a seasoned talent pool of candidates that Damian Birkel has received national recognition for founding Professionals in Transition. Leslie Wright (UNCW) coordinated a fantastic group of NCACE members, who showcased some creative and successful programs as part of the Best Practices Session.

College to Careers Seminars founder and CEO, Laurence Stuart, introduced the membership to a tool to assist in the career development and recruitment of college students. Having a for-profit vendor as a keynote speaker was a first for NCACE.

The highlight of our conference was truly the presentation of the NCACE Annual Awards. The 2004 recipients Kent Hester and Pam Angle (BB&T) chaired the selection committee that introduced Novozymes North America, Inc. (Jerry Allen) as the 2005 Outstanding Employer, Karen Thompson (UNCW) as the 2005 Outstanding Professional, and Melanie Rights (Enterprise Rent-a-Car) as the 2005 Furney K James Outstanding Service Award winners. Brenda Tyson was awarded Lifetime Membership status upon her recent retirement from Belmont Abbey College. Congratulations to a wonderful group of professionals.

We closed this successful conference with the smooth transition of NCACE leadership from Carolyn Mark (NC A&T) to Kent Hester (NCSU) and his newly-elected Executive Board.

Special thanks to Carolyn Mark and the Executive Board for giving us the opportunity to co-chair this annual event. It was indeed our pleasure to serve our colleagues in this manner. We hope you saw our 93%!

The Flying Ace

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If you would like to submit articles, updates, or other information for publication, please send your text in a Microsoft Word document to Cynthia Downing (downingc@ncat.edu). Your comments and feedback are always welcome!

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NCACE Leadership in Retrospect

By Carolyn Mark, NC A&T University



It was an honor, privilege and pleasure to serve as NCACE President for the 2004-05 year. Many, many thanks are extended to the membership for the vote of confidence and to the Board, Committee Chairs, and volunteers who worked tirelessly throughout the year to ensure the pro-

gramming and viability of the organization. My job was made “easy” through the dedication, professionalism and creativity of all involved. Accolades and appreciation for the year’s programs are extended to the following:

Brutus Jackson and Jerry Allen for the informative fall workshop, *The Enneagram: Powerful and Dynamic*, which was held November 17, 2004 at Elizabeth City State University. Elizabeth “Betsey” Upchurch, Senior Partner, Bristlecone Learning Inc., was speaker and facilitator.

Joyce Edwards and Meredith Goetz for organizing the second annual *Coffee & Conversations*, *The Amazing Race: How to Win at Creative Recruiting*, which was held on January 28, 2005 via the N.C. Information Highway. Additional recognition and appreciation are extended to the coordinators/hosts, along with the technical and office staffs at the participating community college sites—Pat Nash and the Central Piedmont Community College Staff, Charlotte; Jeff Nardo and the Coastal Carolina Community College Staff, Jacksonville; Barbara Smith and the Vance-Granville Community College Staff, Henderson; and Pat Baker and the Western Piedmont Community College Staff, Morganton.

Audrey Abron, Pat Nash and the Conference Committee for planning, organizing and executing “the best” annual conference that I can remember over my 13+ years with the organization.

Lori Bumgarner for serving as historian and photographer over the past several years. She took the historian’s job to the next level by making sure that slide presentations of the previous year’s conference were a part of the annual conference.

In addition, Shan Woolard and Kimberly Blackwell pumped out three outstanding issues of the *Flying Ace* newsletter with the help of member contributions of articles and pictures. Leslie Rand-Pickett and Pamela Basheer-Bratcher took care of countless web page updates and listserv messages to keep the membership updated. Melanie Rights and Carolyn Green worked with communications and marketing, while Marilyn Honeycutt and Donna Seckar followed through on leadership assignments. Barbara Bryant and Tony Abbruzzi updated membership information, while Kent Hester and Pam Angle followed through on the awards process.

Finally, I would be remiss if I did not acknowledge the dedication and cooperation of the Executive Board – Kent Hester, Pam Brumbaugh, Linda Greenwood, Holly Sweat, Dana Sumner, Thom Rakes, Pamela Angle, Audrey Abron, and Melanie Rights. Hats off for a job well done!

Stephen R. Covey said it best: “An empowered organization is one in which individuals have the knowledge, skill, desire, and opportunity to personally succeed in a way that leads to collective organizational success.” Hopefully, my tenure as president has led to that kind of organizational success.

Appreciatively and with best wishes for a restful summer,

Carolyn Mark



Carolyn (left) and NCACE colleagues at the 2005 NCACE Conference Luncheon.

NCACE Recognizes Outstanding Performance

By Kent Hester, NC State University

Each year, NCACE members have the opportunity to identify and nominate fellow members and member organizations for three awards presented by the association during the annual conference. The NCACE Awards Committee recognized the award recipients during the opening luncheon of the 2005 Annual Conference.

The Furney K. James Outstanding Service Award recognizes outstanding service rendered to NCACE by a member or former member of the Association. The recipient of this year's award, Melanie Rights of Enterprise Rent-a-Car, easily earned this recognition during her time in the association. With less than ten years of membership under her belt, she has "jumped in with both feet," holding active roles on the board, as well as committees, almost every year of her membership. Melanie has also taken the reins as co-chair of the 2006 NCACE conference.



Pam Angle presents Melanie Rights with the Furney K. James Outstanding Service Award.

The NCACE Outstanding Professional Award recognizes significant contributions to the post-secondary career services and employment field by a member or former member of the Association. This year's recipient, Karen Thompson of UNC-Wilmington, has been in the career services profession for more than 25 years. Karen's co-workers say she is constantly on the go, whether it's with student appointments, employer development, internship work, committees, or developing/continuing faculty relationships. Karen's involvement with NCACE goes back many years, with numerous contributions, service on and as co-chair of the conference committee and executive board. She is also very involved with SACE, having served as conference co-chair and now as treasurer on the executive board.



Jerry Allen of Novozymes receives the Outstanding Employer Award from Kent Hester.

The NCACE Outstanding Employer Award recognizes a company for its support of NCACE and the events and activities of the Association. This year's recipient of the Outstanding Employer Award is a relatively new organization to NCACE, but with a veteran member. In the short time that Novozymes, NA has been associated with NCACE, it has sponsored or co-sponsored at least one NCACE event every year of its membership and has made financial contributions to every NCACE conference. The company's veteran NCACE member, Jerry Allen, has assumed a variety of leadership roles with the Association.

During the luncheon, Brenda Tyson was awarded Honorary Lifetime Membership in NCACE for her notable contributions to our field and service to NCACE for many years. Brenda recently retired from Belmont Abbey College. We wish Brenda the best in her pursuits.



Pam Angle presents Brenda Tyson with Honorary Lifetime Membership in NCACE.

Conference Attendees Share Their Thoughts

What did you enjoy most about the 2005 NCACE Conference?

- Great keynote speakers and networking
- Networking and learning from my colleagues...best practices and Marston's presentation
- This was my first year as a member. I enjoyed meeting individuals from all the colleges.
- The keynote speakers were fantastic!
- The keynote speakers from day one and day two were on target. They both were great in the material they covered. In addition, they gave us a couple of topics to build on either in next year's conference or a professional development workshop. The breakout sessions were good with time to discuss the material. I found the conference to be very busy, which is a good thing.
- The difference between generations. Very informative!
- The Cinco de Mayo dinner and salsa dancing was a lot of fun!



Brett Woodard from UNC-Greensboro gets into the spirit of things at the Cinco de Mayo dinner.

- I did not care so much for the Diversity presentation. I just did not walk away with any extra knowledge.

Which general session was your favorite and why?

- Greg Gray - not only the most entertaining, but covered a topic not only useful for me to pass along to students and co-workers, but something useful to me personally...thinking about how people receive what I say made me think about my delivery with more scrutiny.
- Toss between Gray and Marston. Both gave me something to refer back to when making decisions. For example: as small a task as picking promotions items for students had me seeking the opinions of students. At my age I'd love to get pill boxes over highlighters.
- Very much enjoyed Fran Cook's session, only the people who attended were probably not the ones who needed to be there. Meaning, I find that folks who attend diversity seminars already have a good grasp of acceptance!
- I really enjoyed the best practices poster session because best practices is the main reason why I attend conferences.

What did you enjoy least about the 2005 NCACE Conference?

- Although there's nothing wrong with Charlotte, I spend much time in and around Charlotte anyway.
- Stuart's presentation was a sales pitch to us. I was especially looking forward to the Models of Career Centers which was on your tentative program.
- Didn't like the location...wasn't pleased with the hotel staff at all
- The Friday speaker did not give me any thing to bring back. He was too caught up on entertainment vs. material. If he wanted to entertain he could have better served the group by role-playing with his son a right way and a wrong way to go through the job search process.
- I would have liked to have seen more employers.

What would you like to see at the Conference next year?

- More time for informal networking, and a greater emphasis and nurturing of new members
- More Best Practices Program and time to network. The Networking with a Difference was great for me as a new member, but the room was small and the activity didn't often give us a chance to "visit."
- More variety with sessions...specifically in number, there weren't many options. Though I suppose we'd need more people in attendance to warrant that.
- More best practices sessions or another poster session like this year's

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