

North Carolina Association of Colleges and Employers

The Flying ACE

A Partnership of Business, Education and Government

Winter/Spring 2008

NCACE Employer Visit

By Nora El-Khouri, Lowes Company

On Thursday, December 6th, NCACE members enjoyed an activity-filled visit at Lowe's Corporate Headquarters in Mooresville, NC. As co-chairs of the Employer Visitation Committee, Nora El-Khouri of Lowe's and Barbara Wilks of Johnson C. Smith University coordinated the event. Twenty-eight NCACE members participated.

The day began with a welcome and introductions (and Dunkin Donuts!) and a short presentation about Lowe's history and culture. Members then joined in a lively discussion with Lowe's representatives Malcolm Moore (Director of HR for Distribution), Dennis Gibson (Area HR Manager for the Charlotte store region), and Mark Clark (Manager of College Recruiting). Each representative talked about the different opportunities available for college students within the company and the different challenges their groups face in recruiting new talent.

Members then enjoyed a casual lunchtime panel discussion with several recent college hires. Topics ranged from the ups and downs of the recruiting process, to their transition from college to the "real world", to suggestions for both employers and career services office for future graduates.

The last stop was a tour of the corporate building, followed by a tour of Lowe's "Plan-o-gram" facility, where members went behind the scenes and saw up and coming products that may soon be available at a store near you! The day ended with door prizes (saving the best for last).

Many thanks to Lowe's Corporate Headquarters for their hospitality, and to Nora El-Khouri and Barbara Wilks for coordinating the event.



NC Aquarium - Spring Visit

Nora and Barbara are already busy planning an exciting spring visit to the NC Aquarium in Pine Knoll Shores. The visitation will be held on Wednesday, April 30th from 9-11 AM as a pre-conference event. The visit will include:

- Presentation by Jay Barnes, NC Aquarium Director about career opportunities within the NC aquarium system, recruiting and hiring practices and internships
- Discussion and Q&A with aquarium curators (Day-In-The-Life)
- Free time to explore the museum

There will be a limit of 40 participants for this visit, so be sure to register early. And as an added bonus for early registration, the **first 15 members** who register for the visitation will also be invited to a **behind-the-scenes tour!** Look for more details and registration instructions in the upcoming conference information.



North Carolina Association of Colleges and Employers

Letter From the President



NCACE is the organization that it is today because of the strong, committed leadership we have as well as its active membership. This strong leadership and commitment was clearly shown at this years first annual SoACE Conference in San Antonio. SoACE is made up of 15 Southern States; **North Carolina** had the 2nd largest constituency represented at the conference, 50 NCACE members attended the conference. Not only did we make up the 2nd largest group at SoACE but North Carolinians held significant *leadership roles*:

- **President:** *Karen Thompson from UNCW*
- **Conference Chair:** *Sue Martin from East Carolina*
- **Conference Chair:** *Patsy Hammett from Milliken & Company*
- **Program Co-Chair:** *Thom Rakes from UNCW*
- **Entertainment Co-Chair:** *Holly Sweat from Gardner-Webb*

We also had several of our members head up wonderfully informative breakout sessions.

This year not only did NCACE provide a state basket for the SoACE Conference we also sponsored the closing keynote speaker: John Alston. Words cannot express how proud I was to be a part of such a great state association, thanks NCACE'ers.

The Employer Visitation Co-Chairs (Nora El'Khouri and Barbara Wilks) put together a wonderful Employer visitation at the Lowes Corporate office in December. A special thanks to Lowes for providing such an informative and interesting event.

I encourage members to take advantage of the many resources and events that NCACE has to offer. We have a great association and a wealth of knowledge to be gained from its membership. I hope to see you at future events especially at this year's conference in Atlantic Beach. Wait until you see what the Conference Committee has in store for you...it is going to be GREAT!

Sincerely,

Holly M. Sweat
NCACE President

Kudos to...

Congratulations to **Jeff Nardo** who will be joining Human eSources, a company that develops and makes available career, education, and workforce development resources, to include the MBTI-based Do What You Are personality assessment; the LSI Learning Style Inventory; and College Scope, an innovative and comprehensive solution to managing the difficult transition and retention issues facing students, colleges, and universities. These products are used in colleges, universities, public school systems, one-stop career centers, and in human resources departments of companies and organizations throughout the US and internationally.

Jeff will be managing the growth of Human eSources and transitioning it to the next level of success with the ultimate goal of President / CEO. Jeff will be working from his home in Jacksonville, and will be attending meetings and conferences as a vendor, including the NCACE Conference in Atlantic Beach.

Dana and Brian Sumner proudly announce the birth of Beckett Daniel Sumner on Wednesday, December 5, 2007. At birth, Beckett weighed 6 lbs 7 oz and measured 20 1/2 inches long. He is a healthy boy, now weighing close to 10 lbs. Dana and Brian are adjusting to parenthood despite the lack of sleep. Dana is the Associate Director, Employer Relations in the Meredith College Career Center, Raleigh.

Congratulations to **Bruce Maxwell** on his new position at Moorhead State University in Kentucky. Bruce will start on January 15 as Assistant to the Provost; he will be responsible for Orientation, First Year Programs and Academic Advising. Bruce joined the Career Center at ECU four years ago from the governmental sector in Flagstaff AZ; he has made major contributions to our office, the University community and NCACE. We wish him success as he continues his pattern of achievement.

Pam Brumbaugh, Director of Experiential Education at Elon, travelled to The University of New Haven in CT in January to present a 6-hour workshop for NSEE on "Fundamentals of Theory and Best Practices in Experiential Education"



**May 27 – May 30, 2008
New Orleans, Louisiana**

**For more information
and to register, visit:**

**[http://
www.nacweb.org/
conference/](http://www.nacweb.org/conference/)**

BE A MENTOR AT NCACE

The NCACE Annual Conference is just around the corner. We have 24 new members and are expecting several more to join prior to the conference. Do you remember your first conference as a new member? I do! It meant a lot to have a mentor at the conference who welcomed me and who served as a resource during the duration of the conference. We need new member mentor volunteers for the upcoming conference! Please email Margaret Ann Hughes, Margaret.a.hughes@nmfn.com if you are willing to be a new member mentor. You will have the opportunity to meet your mentee at the Member Luncheon on the first day of the conference.

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.npace.org.

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

NCACE Newsletter Committee

Sarah Wilson
Central Piedmont Community College
sarah.wilson@cpcc.edu

Katie Wohlman
Salem College
wohlman@salem.edu

Treasure Hunt Begins in Atlantic Beach

Join us at the Beach for the 2008 Annual Conference

A hunt will soon begin for *Hidden Treasures on the Crystal Coast*, as we gather in Atlantic Beach for our annual conference. Our creative and hard-working conference committee has been busy planning another outstanding conference, to be held **April 30th through May 2nd** at the Sheraton Atlantic Beach Oceanfront Hotel.

We are pleased to be offering three fascinating keynote speakers, who will share some jewels of recruiting, human resources and applying theatre concepts to the workplace (see *Meet Your Keynote Speakers*). You won't want to miss our guest, E.&J. Gallo Winery, who will be presenting an etiquette program and wine tasting.

Networking and professional development are always alive and well at the annual conference, and we recognize the need to relax and refresh at the same time. The entertainment committee has put together some fun evenings for us - get ready to be hypnotized! Throughout the week, several recreation opportunities will be available to you, including our annual fun run/walk, yoga on the beach, and North Carolina Aquarium tours.

The annual conference is a time to rejuvenate, connect and learn from each other. Please join us this year as we find the many *Hidden Treasures* that NCACE has to offer.

Respectfully,

2008 Conference Co-Chairs

Lisa Flint-Morris
919/789-5880

Leslie Wright
910/962-3174

lisa.flint@ncmail.net

wrightlk@uncw.edu

SPONSOR THE CONFERENCE!

Experts agree that in order to build relationships and increase brand awareness you need to go beyond advertising to gain recognition and position your organization as a leader in the field. We invite your organization to be a sponsor for the 2008 Annual Conference.

Your donation of any amount makes a difference for all who participate, and has a direct impact on how effective and accessible the conference can be for our members!

Please support the NCACE Conference by becoming a sponsor. Visit the NCACE website at <http://www.ncace.org/conference.asp> for a sponsorship form. If you have any questions, please contact the Sponsorship Co-Chairs.

Steve Talbott
Enterprise Rent-a-Car
Sponsorship Co-Chair
919.657.8905
Steve.Talbott@erac.com

Rhonda Kosusko
Elon University
Sponsorship Co-Chair
336.278.6538
rkosusko@elon.edu



Register Now for Early Bird Savings!

NCACE Members:

Register by February 29 for the early bird member rate of \$150.

(Registration fees will be \$175 for members after 2/29/08, and \$225 for non-members.)

Register online at www.ncace.org

Hotel Accommodations

Sheraton Atlantic Beach Oceanfront Hotel

For reservations, call (800) 624-8875. To place online reservations, please review the instructions on the NCACE web page.

The discounted room rates are good for three days prior to and after the conference:

Oceanview: \$109 plus tax

Oceanfront: \$149 plus tax

Oceanfront Suite: \$189 plus tax

Please note that the Sheraton charges \$9.95 per day for wireless internet services. Computers will also be available for your use in the conference area.

NCACE 2007 Conference - More Details

Call for Programs - Deadline Extended!

Ahoy, Matey! Share your treasures with all of us at Atlantic Beach by presenting a breakout session at the 2008 annual conference!

Extended Deadline: Friday, February 22, 2008!

How to apply:

Submit completed program proposal form to:
Sara Concini, sara_concini@ncsu.edu (919-515-2396)
Jeannette Moss, jmoss@waketech.edu (919-866-5696)



Proposal Content:

Title: List briefly and descriptively the name of the program.

Type of Program: The content of the program that reflects the presentation format. See descriptions below.

Informational Workshops – Informative workshops that are of general interest and educate the audience. An example: Professional Ethics for Recruiters

Best Practices Sessions – Sessions that involve innovation, creativity in program design and delivery, office practices, funding resources, marketing, etc. Sessions can be in the form of panels (with a moderator) or presented individually. An example: Surveying your Graduating Students

Professional/Personal Development Sessions – Programs that offer practical applications to assist individuals in finding career and personal satisfaction. An example: Teambuilding Strategies for the Office

Meet Your Conference Keynotes...



CHRIS RESTO & IAN YBARRA

Co-Authors of *Recruit or Die: How Any Business Can Beat the Big Guys in the War for Young Talent*

CHRIS RESTO, lead author of *Recruit or Die*, was the founding director of MIT's largest internship and professional development program, the Undergraduate Practice Opportunities Program (UPOP). He is a frequent contributor to Harvard Business Review Online on managing talent, and earlier in his career, Chris recruited and managed new college graduates for the Paris-based strategy firm Gemini Consulting (now Capgemini).



IAN YBARRA, co-author of *Recruit or Die*, is a recent graduate of the MIT School of Engineering. During college he assisted Chris Resto with starting the MIT UPOP program and interned with Gemini Consulting, General Electric Aviation, and IncTank Ventures. Since then Ian has written for Inc. magazine and served as apprentice to master networker and business relationships expert Keith Ferrazzi, author of the international-bestselling book *Never Eat Alone*.



GREG JUSTICE

Professor of Theatre, Virginia Tech

Greg Justice has been offering workshops on "The Art of Business: Using Acting Techniques in Presentations, Student Interactions and the Interview Process" for over 20 years. Greg is a professional actor and director and an award-winning teacher of theatre arts. In his workshops, Greg shares the skills and crafts that actors have used for hundreds of years and demonstrates how they can aid communication in corporate venues. As a professional actor, he has appeared in over 100 theatrical productions and numerous television and radio commercials. Greg has a Bachelor of Fine Arts degree from the University of Utah and a Master of Fine Arts degree from Pennsylvania State University. Greg has received numerous major teaching awards including the Virginia Tech Alumni Award for Excellence in Teaching, the Diggs Teaching Scholar Award for innovative teaching and he is a member of Virginia Tech's Academy of Teaching Excellence.

STEVE ROZNOWSKI

Senior Vice President of Human Resources, Wolseley North America

Ferguson Enterprises, Inc., Stock Building Supply, and Wolseley Canada have joined together to form Wolseley North America, this continent's leading manufacturer, supplier, and wholesale distributor of building materials. They have sales of over \$12.2 billion, with 1,507 locations in North America. CollegeGrad.com named Wolseley as one of their Top 100 Entry Level employers for 2007.



UPS: A Great Place to Be

Trying to place a student with a job that provides benefits and steady income while in college?

Check out UPS!

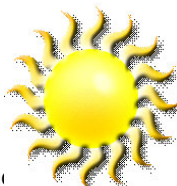
- Steady 5-day work schedule
- Weekly paychecks
- Paid vacations and holidays
- Medical and Dental Benefits
- Promotion from within
- Tuition Reimbursement at selected locations

Students can apply at www.upsjobs.com

Career Service Professionals may contact our local representatives:

Asheville:	Amy Debruhl	adebruhl@ups.com
Greensboro:	Jennifer Newman	jnewman1@ups.com
	Juan Carlos Orozco	jorozco@ups.com
	Rodney Langley	rlangley@ups.com
Charlotte:	Mike Terry	mterry@ups.com
Raleigh:	Lisa Stell	lstell@ups.com
Winston:	Chris Bracken	cbracken@ups.com

**Synergy in San Antonio
The First Annual SoACE Conference
Was enjoyed by all!**



By Leslie Wright, Assistant Director, Career Center, UNC-Wilmin

From November 28th - 30th, 2007, members of the newly formed Southern Association of Colleges and Employers met in San Antonio, Texas for networking, learning, sharing and FUN! Some highlights of the conference included 2 thought-provoking key note speeches and lively social events held at the Institute of Texas Culture and the Historic Sunset Station where attendees enjoyed hands of Texas Hold'em, great food and drinks and line dancing into the night!

Conference attendees enjoyed the beautiful Hyatt Regency hotel and convention center, the famous Riverwalk district that flowed behind the hotel, and snapped photos in front of the world famous Alamo located within steps of the Conference site. Holly Sweat, the current President of NCACE, noted her pride in the NCACE membership in supporting SoAce. "We had 50 folks from North Carolina, 15 states were represented we had the 2nd largest constituency with approximately 556 total registered."

Hats off to, now, Past President Karen Thompson (UNCW) for her leadership, professionalism and inspiration to SoACE; to Patsey Hammett (Milliken), Sue Martin (ECU), Shelley Garcia (St. Mary's), and Woody Woodworth (Enterprise-Rent-A-Car) Conference Officers and Co-chairs for making this First Annual SoACE a very hard act to follow. We look forward to the continued success of SoACE and extend our support to current president Donnie Brown of Tindall Corporation.

In closing, please mark your calendars for December 6 – 10, 2008 when SoACE will celebrate its second annual conference in sunny Orlando FL at the Disney Contemporary Resort. Visit www.soace.org to learn more! Mickey and Minnie await your arrival!



Updated book by UNC - Chapel Hill authors: The Parent's Crash Course in Career Planning

After popular demand from career services offices (and 11 years!), The Parent's Crash Course in Career Planning: Helping Your College Student Succeed has been updated and expanded. Marcia Harris and Sharon Jones have made the second edition even more valuable to you than the original. Some of its features include:

- * New and emerging occupations (i.e. search engine optimization analyst, computational biologist, financial engineer, digital artist, restitution specialist, resettlement coordinator, assistant scientist-nanotechnology)
- * Trends toward multidisciplinary careers and graduate school programs
- * A parent quiz (for those who think they already know it all)
- * Considerations about joining the family business
- * Occupations with the highest percentage of self-employed
- * Special populations: Minorities, GBLT students, international students, students with disabilities, first generation college students, and females
- * Cautions and tips on the contemporary job search, such as personal websites, Facebook, and employer blogs.

The book is available at www.lulu.com and may be ordered from book stores.

Welcome New NCACE Members!

Ms. Melanie Buchanan
UNCG
Career/internship counselor
#1 Elliott University Center
Greensboro, North Carolina 27402
Phone: 336-334-5454
Fax: 336-334-5185
Email: mkbuchan@uncg.edu

Mrs. Christina Curts
CPC
Career Counselor
933 Ashburne Drive
Indian Trail, North Carolina 28079
Phone: 704-330-6449
Fax: 704.330.6036
Email: christy.curts@cpcc.edu

Mrs. Ivy Wilcox
Saint Augustine's College
Director
1315 Oakwood Avenue
Raleigh, North Carolina 27610
Phone: 919-516-5082
Fax: 919-516-4395
Email: icwilcox@st-aug.edu

Ms. Jennifer Ruggiero
Elon University
Assistant Director for Career Services-Elon
College of Arts & Sciences
2020 Campus Box
Elon, North Carolina 27244
Phone: 336-278-6538
Fax: 336-278-6545
Email: jruggiero@elon.edu

Mrs. Lindsay Graham
Family Dollar
Corporate Recruiter
P.O. Box 1017
Charlotte, North Carolina 28201
Phone: 704-814-3287
Fax: 704-814-4125
Email: lgraham@familydollar.com

Mr. Michael Phillips
UNC Wilmington Career Center
Career Development Counselor
601 South College Road
Wilmington, North Carolina 28403
Phone: 910-962-3174
Fax: 910-962-4257
Email: phillipsm@uncw.edu

NCACE 2006-07 Board & Committee Co-Chairs

President: Holly Sweat, Gardner-Webb University
President-Elect: Thom Rakes, UNC-Wilmington
Past-President: Brutus N. Jackson, Elizabeth City State University

Secretary: Sam Beck, High Point University
Treasurer: John Adams, Davidson College
Executive Committee

College Representative:
Cynthia Downing, NCA&T University
Pam Brumbaugh, Elon University
Employer Representative:
Jennifer Brooks, GlaxoSmithKline
Bonnie Zeinert, Fastenal

Conference Co-Chairs:
Leslie Wright, UNC-Wilmington
Lisa Flint Morris, State Govt Internship Program

Leadership Co-Chairs:
Dana Sumner, Meredith College
Kent Hester, NC State University

Awards
Holly Sweat, Gardner-Webb University
Pam Brumbaugh, Elon University
Michael Bailey, Southern Bank

Employer Visitation
Barbara Wilks, Johnson C. Smith University
Nora El-Khoury, Lowe's

Professional Development
Jacquie Gist, UNC-Chapel Hill
Jeff Nardo, Coastal Carolina Community College

Communications/ Marketing
Kimberly Blackwell, Enterprise Rent-A-Car

Membership
Lynette Orbovich, Appalachian State Univ.

Newsletter
Sarah Wilson, Central Piedmont Com. College
Katie Wohlman, Salem College

Technology
Bruce Maxwell, East Carolina University

Historian
Bailey Holt, Gardner Webb University

New Membership Policies Go Into Effect in 2008

By Kent Hester, NCSU

NCACE is a great organization, and the main reason is because NCACE is made up of great people. The officers of NCACE are constantly working to make additions, changes and adjustments that will not only make NCACE strong now, but will keep NCACE strong in the future. The Leadership Committee was given the task of reviewing the current policies with regard to prospective new members who wish to join at the time of the annual conference each year, as well as policies governing when current members renew their memberships to the Association. After much thought and discussion, the following policies were approved by the NCACE Executive Committee during the November 9, 2007 meeting at Elon University.

With regard to prospective new members attending the annual conference:

- First-time non-members attending the conference *and paying the non-member fee* will receive a membership coupon that entitles the individual to a one-time, one year complimentary NCACE membership that, if redeemed, will begin on July 1st following the annual conference attended, and will end on June 30th of the following year. At which time, the member will renew according to the normal membership renewal policy in place.
- Should a non-member join the Association before or during the annual conference, he/she will be required to renew his/her NCACE membership according to the normal membership renewal policy beginning July 1st following the annual conference.

With regard to existing members renewing their NCACE memberships:

- All current members of NCACE will be contacted via e-mail in June with a notice that the membership renewal time is approaching. A member can choose to make a membership renewal payment during the month of June, however, he/she must clearly state that the payment is for the upcoming membership year.
- The official membership renewal period is July 1st through August 31st of each year. One reminder letter and one reminder telephone call will be made to any member who has not renewed their membership *during* this official renewal period.
- Beginning September 1st, should a member have failed to renew his/her membership, he/she will lose their access to all membership benefits.

If you have any questions regarding these new policies, please feel free to contact Lynette Orbovich, Membership Chair, at orbovichln@appstate.edu, Kent Hester, Leadership Co-chair, at kent_hester@ncsu.edu, or Dana Sumner, Leadership Co-chair, at sumnerd@meredith.edu.

NCACE Yoga Practitioners?????

The conference recreation committee is seeking a person to **lead our group in "Yoga on the Beach" at the spring conference**. Any NCACE member who practices yoga and would be comfortable leading a small group of yoga wannabees through basic stretching exercises is encouraged to email Lynette Orbovich orbovichln@appstste.edu. The deadline to volunteer for this health stimulating event is February 22, 2008.