

North Carolina Association of Colleges and Employers *The Flying ACE*

A Partnership of Business, Education and Government

Summer 2007

NCACE Members Rise to the Challenge

By Brett Woodard, UNCG

One hundred and fourteen NCACE members converged in Asheville in May to network, grow professionally and explore the obstacles, innovations, and opportunities that impact how we work together and provide services and career opportunities for students.



Members enjoy one of many networking events



Free time at the Biltmore Estate



2007 Conference Committee

In addition to dynamic keynote addresses, enlightening sessions, fun excursions and “suite” networking events, participants engaged in “The Amazing Challenge.” This twist on traditional conference formats afforded attendees a unique experience: Members worked in teams to accomplish a series of competitive tasks throughout the conference. Along the way, they broke out of comfort zones, fostered new relationships, and unlocked their creativity and team synergy in ways rarely witnessed at conferences.

As one participant said, “Your program is by far the best I’ve ever participated in and I’ve been attending professional conferences since 1986... By placing us in teams, you gave me an opportunity to have purposeful conversations with strangers who are now colleagues and memorable contacts.”

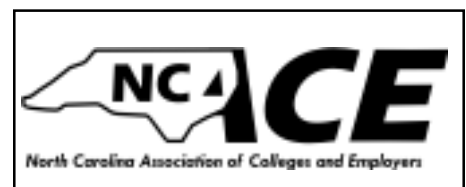
Other members shared similar responses:

“...The activities allowed me to get to know lots of people better than I had expected or experienced elsewhere.”

“As a new member, and after having been to many new organizations lately, I found this new member experience outstanding. I truly felt welcomed...”

The conference culminated in presentations by the “Amazing Challenge” teams. From skits and songs to game shows, NCACE members entertained and inspired each other with strategies for facing the challenges they encounter as career and recruiting professionals.

They laughed, they learned, they bonded... they rose to the challenge!





Letter from the President



Hello,

I hope you're all having a relaxing and productive summer thus far. It's hard to believe the summer is more than halfway over. Personally, this has been a very exciting summer for me and my family. We were able to venture out West for a trip of a lifetime. We called it the "Griswald", I mean ☺ "The Sweat's Out West Adventure". We went to Custer State Park, Mt. Rushmore, Crazy Horse, Yellowstone, Grand Teton, Bryce Canyon, Grand Canyon, Moab, Zion, Hoover Dam and more. We put over 6,800 miles on the car. I can honestly say that the west will never be the same now that the Sweats have been there. Seriously, what a privilege it is to live in this beautiful country of ours.

Another privilege is to be asked to serve as the NCACE President; a role that fills me with a great sense of pride, excitement, and honor. Thank you for giving me the opportunity to serve you this year.

As I reflect back on my first impressions of NCACE I am reminded of the immediate camaraderie I felt from the members. I was quickly asked to serve on a committee and have had the privilege to serve on various committees ever since. I would encourage each of you to GET INVOLVED! The value and benefits I have gained professionally and personally from NCACE are amazing. This is a GREAT organization in which to be involved.

NCACE is the organization that it is today because of the strong, committed leadership we have had in the past as well as its active membership. As we look forward I am proud and excited about those who have been elected to serve on the Executive Board for 2007-2008. The Board members as well as the Committee Chairs are dedicated leaders truly committed to developing programs and services that will be beneficial to the organization. We are up for the challenge and look forward to sharing with you our ideas and initiatives for the upcoming year. Thank you again for allowing me to serve as your 2007-2008 NCACE President.

Have a great summer!

Sincerely,
Holly M. Sweat
NCACE President

NCACE Members Honored at 2007 Conference

Holly Sweat named recipient of the Furney K. James Outstanding Service Award

By Dana Sumner, Meredith College

The Furney K James Outstanding Service Award recognizes outstanding service rendered to North Carolina Association of Colleges and Employers (NCACE) by a member or former member of the Association. Recipients of this award have made significant contributions to NCACE through participation on committees or attendance at NCACE functions, demonstrated leadership in NCACE for a significant number of years, and have developed a new program or concept with a positive impact on the Association.

Since Holly Sweat moved into her current role as Director of Career Services in 1999, she has been an active member of the North Carolina Association of Colleges and Employers. Holly immediately realized the value of NCACE and eagerly became involved in the association, assuming leadership roles and adding significant insights and direction to NCACE first as a committee member and eventually as a member of the Executive Board.

As conference co-chair two different times and treasurer/conference business manager for two years (among the other positions she's held in NCACE), Holly has made significant contributions. She is affectionately known for her ability to negotiate hotel contracts for upcoming conferences - all with a

smile and positive attitude. She is definitely someone you want on your team.

In addition to the role she plays as Director of Career Services at Gardner-Webb University, Holly is trained as a consultant with Myers Briggs Type Indicator. She is called upon often as a facilitator of the MBTI with high executives and corporate business people surrounding the Boiling Springs area.

Members of NCACE had the following to say about Holly:

- Holly is always active, always positive and a great contributor.
- Holly has done about everything there is to do in NCACE and she has always done it very well. She has shown consistent leadership and has the innate ability to professionally handle any tasks and responsibilities that are given to her, or thrown at her, so to speak. There is no doubt that NCACE has benefited from Holly's involvement, leadership and hard work.
- Holly is a caring friend and always knows exactly what to say and do.

Friend, colleague, former NCACE President, and conference co-chair with our winner, Kent Hester had this to say about her:

- Holly is someone that has it all together in her personal and professional life.

Assistant Director of Career Services at Gardner-Webb University, Bailey Holt had this to say about Holly:

- It is both an honor and privilege to work for Holly Sweat. She is a diligent and hard working woman



who has such compassion for every individual who enters her door. I continue to walk out of my office with a new wealth of knowledge that she has bestowed upon me and I strive to learn more from her everyday. Her grace and professionalism shines as she works daily to serve the needs of others. Holly is not only my boss, she is my mentor. She is someone I respect and admire in more ways than I could ever begin to describe.

Holly will continue to provide leadership to NCACE as President during 2007-2008.

Pam Brumbaugh, a Leader in the field of Career Services

By Marie Sumerel, Meredith College

Pam Brumbaugh, Director of Experiential Education at Elon University, received the **Outstanding Professional Award** on at the annual conference held in Asheville, NC. The NCACE Outstanding Professional Award recognizes significant contributions to the postsecondary career services and employment field by a member or former member of the association. Recognition is for one or more of

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the following:

- Demonstrated exemplary leadership in the post-secondary career services and employment fields.
- Significant research, publications, and/or presentations that have impacted the profession.
- Development of a model or creative program or concept that impacts the post-secondary career services and employment field.

Pam has developed an experiential education program that is recognized nationally. She is a sought-after consultant as other colleges and universities attempt to create a program similar to Elon's. Pam currently serves on the Executive Board of the National Society for Experiential Education. She has provided leadership through interest groups, presentations, and consulting. Pam also serves on the Washington Center Liaison Advisory Board through which she provides feedback and advice on Washington Center programs and initiatives.

Pam has been employed at Elon University for 21 years and has touched the lives of many students, faculty, staff, and alumni.

Southern Bank Presented 2007 NCACE Outstanding Employer Award

By Thom Rakes, UNCW

At the NCACE conference in Asheville, NC, Michael Bailey and Southern Bank were recognized as the Outstanding Employer for 2007. The requirements for the award

include active NCACE membership, participation in organization functions, leadership and conferences, as well as participation in activities on NCACE member campuses. Mike and Southern Bank have met and far exceeded all of these criteria.

Mike has actively represented Southern Bank in NCACE- and its predecessor NCPA- for over twelve years. During that time he served on many committees and as NCACE President, and has been a continuous advocate for NCACE. He was previously awarded the Furney K. James Outstanding Service Award. Mike and Southern Bank also have been prominent at NCACE conferences, providing financial sponsorship, donating door prizes, making presentations, stalwart golf tournament participant, and a whiz on the dance floor.

Mike and Southern Bank also have been very active on



Save the Date...

for the 2008 NCACE Conference!! It will be April 30 - May 2, 2008, at the Sheraton Atlantic Beach. Contact the Conference Co-Chairs with any suggestions: Leslie Wright, UNCW (wrightlk@uncw.edu) or Lisa Flint-Morris, State Government Internship Program (lisa.flint@ncmail.net).

NCACE campuses. Southern Bank sponsors a student scholarship at Elizabeth City State, and Mike has presented workshops at Methodist University, conducted mock interviews at East Carolina University and Mt. Olive College, and served for several years on the Employer Advisory Board at the University of North Carolina Wilmington. Southern Bank also actively participates in job fairs throughout the state, including the Eastern North Carolina consortium job fairs, as well as campus fairs at ECU, UNCW, Elizabeth City, Mt. Olive and Barton.

The many contributions of Michael Bailey and Southern Bank make them perfect recipients of the 2007 NCACE Outstanding Employer Award. Please offer them our sincere congratulations and thanks.

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 Katie Wohlman (wohlman@saalem.edu). Your comments and feedback are always welcome!

NCACE Newsletter Committee

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SoACE.....Your New Regional Association



By Karen Thompson, UNCW

In July of 2007, the Southern Association of Colleges and Employers emerged after the union of the Southwestern Association of Colleges and Employers and the Southeastern Association of Colleges and Employers. First presented in 2003, the BOND (Building Our New Direction) Report was the result of the collaborative efforts of all of the ACEs to strategically look at our profession and make recommendations regarding association structure, management, programs, and activities that would most benefit our profession. The new association represents a trend that has already occurred between the Mid-Atlantic and North East regions of the United States now known as EACE (Eastern Association of Colleges and Employers) and the Western and Rocky Mountain regions to form MPACE (Mountain Pacific Association of Colleges and Employers).

SoACE is comprised of 15 southern states representing the most diverse regional association of all the ACEs. States included in the SoACE are: Virginia, Tennessee, Kentucky, North Carolina, South Carolina, Georgia, Florida, Alabama, Mississippi, Louisiana, Arkansas, Texas, Oklahoma, Kansas and New Mexico.

You may ask yourself what was required to take place for such a merger to happen. For the last three years both SACE and SWACE had highly respected leaders from each region to develop the footprint for the structure of SoACE. Merger task force members from NCACE were: Marcia Harris, Tony Michaels, Denise Dwight-Smith and Karen Thompson. Among the tasks that were required to be undertaken included the development of an organizational structure, bylaws were written and submitted to an attorney to create a non-profit corporation and the respective memberships.

In early 2007 members of SACE and SWACE voted to approve or not to approve of the merger. I am happy to say that between the two regional associations a resounding 94% voted "yes" to merge.

Once the respective members voted yes to merge, intensive work with weekly 2.5 hour meetings began in October 2006 and concluded in May 2007 and resulted in the following:

- membership categories and dues were established

- an operating budget, separate conference budget and scholarship account was created
- A conference committee, budget and planning of the 2007 SoACE conference slated for November 27-30 in San Antonio, Texas was executed.
- A site selection committee researched and identified the 2008 SoACE conference location of The Contemporary Resort in Orlando, Florida
- Standard Operational Procedures for every position and committee was developed that resulted in a 60+ page manual
- A financial procedures manual was written
- An Association Management firm was contracted
- Legal filings to complete the merger took place
- Nominations and elections for officers of SoACE was conducted
- A logo campaign and endorsement took place
- And the SoACE website was created.

The leadership of SoACE for 2007-2008 includes the following:

Karen Thompson-President-University of North Carolina Wilmington

Donnie Brown-President Elect-Tindall Corporation

Matt Berndt-Past President and Secretary-University of Texas Austin

Patricia Blum-Director of Finance-University of North Alabama

Curt Schafer-Director of External Relations and Communications-Texas State University

Toni McLawhorn-Director of Professional Development-Roanoke College

Dana Smith-Director of Employer Membership-Lockheed-Martin Space Systems

Nash Montgomery-Director of College Membership-Norfolk State University

Jay Killough-Director of Technology-Texas Tech University

With the new association it is the intention to focus on the following:

To create a common understanding between individuals in career services and college relations

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focused on the career development and employment of the college educated to: promote and foster relationship among the constituents the United States; create and retain leaders in the profession by facilitating the exchange of knowledge and insight; provide professional development and promote high professional standards; identify trends, issues, challenges, opportunities in the profession.

Because of NCACE and the many other leadership opportunities that I have volunteered for, I might not have been qualified to assume the leadership role with SoACE. I encourage you to get involved with NCACE and SoACE as much as you possibly can. The opportunities to challenge yourself to research, lead, become a humble follower, advance your financial management skills and many other important professional and personal skills await you by becoming involved.

Thank you for the opportunity to share this information with you.

Sincerely,

Karen Thompson

Welcome New Members!

Mrs. Leigh Babaian
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NCACE Seeks Employer Members

To promote NCACE to one of our target audiences - recruiters and HR professionals - we are placing a quarter page ad in the Fall/Winter issue of the NC Society of Human Resource Managers' (NC SHRM) bi-annual magazine, "NC HR Review". If you receive this magazine, or know someone who does, be sure to look for our ad this September! This magazine reaches 4,000 members from the 16 chapters of the NC SHRM.

Members include HR professionals on the local, regional, state and national levels and represent almost every industry. Let's hope we are able to encourage many more people to join our wonderful organization with this ad!!

Kudos to...

Katie Wohlman, Director of Career Development and Internships at Salem College, has been appointed to the North Carolina State Government Internship Council for a 2 year term. The Council determines the appropriateness of proposals for student intern projects, determines the number of interns to be placed per project, screens applications and selects interns. The North Carolina State Government Internship Program provides legal residents of North Carolina who

are students at in-state colleges, universities, community colleges, law or graduate schools, or who are attending equivalent institutions in other states, with a compensated experiential opportunity that integrates education, career development and public service.

Countless students have found their NC State Government internships to be extremely valuable - to learn more about this beneficial program, visit [http://](http://www.doa.state.nc.us/yaio/intern.htm)

[/www.doa.state.nc.us/yaio/intern.htm](http://www.doa.state.nc.us/yaio/intern.htm) or contact NCACE's own Lisa Flint-Morris, program coordinator: lisa.flint@ncmail.net

Melissa Kahn has joined the staff at NC State, College of Agriculture and Life Sciences. Melissa previously worked at Central Piedmont Community College as a Career Counselor. Congratulations Melissa!

NCACE 2007-08 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, NC A&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

Jacque Gist, UNC-Chapel Hill

Jeff Nardo, Coastal Carolina Community College

Communications/ Marketing

Patti Mitchell, Appalachian State University

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