



SCOOP

FALL 2002

Southeastern Association of Colleges and Employers

SACE 2002 ANNUAL CONFERENCE

December 2 – 4, Beau Rivage Resort, Biloxi, MS

We are now counting down the days until you, our members will be “Charting Your Course in a Sea of Change” at our annual Conference. Your Conference Planning Committee has dedicated a great deal of time and energy over the past eight months to bring you a dynamic, informative, and fun-filled program full of networking opportunities. Among the highlights include:

- Awesome, interactive keynote speakers
- Programming to fit the needs and interests of the entire membership
- Quality time for sharing interests, ideas, and resources with your colleagues
- Our annual business meeting, giving you the opportunity to help SACE chart its own course
- Functions promising southern style entertainment and great times

As we look ahead to the excitement and fun of our annual conference, let us also share with our colleagues in the Mid-West region the theme of their recent Conference:

Reflect and Renew

We all have experienced many challenges and changes, and as we get together at the Beau Rivage to continue to chart our course in this vast sea of change, let us also reflect on where we have been, including our many accomplishments, and renew the spirit of our profession and ourselves.



Beau Rivage Resort * Biloxi, Mississippi * December 2 - 4

We look forward to seeing you all in Biloxi.

Sincerely,

Audrey Dugas

Bob Cramer

Your Conference Co-chairs

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CONFERENCE SPONSORSHIP EXCEEDS GOALS AND EXPECTATIONS

Your Conference Planning Committee has been astounded by the generosity of our members in showing their support for our organization. The following organizations/individuals have graciously provided financial support for our conference, and we extend a huge **THANKS** to each and every one of them. We also ask our members to consider adding to this impressive list by contributing to the success of our conference. No amount is too large or too small, so join your friends in helping to make our visit to Biloxi the best SACE event ever!

Please send your contribution with your organization name and contact person to:

Donna Baldwin-Hunt
 Baldwin-Hunt Associates
 PO Box 4141
 Frankfort, KY 40604-4141
 Federal ID Number 56-6095443



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 Georgia Association of Colleges and Employers
 Belk Stores
 The University of Southern Mississippi Office of Career Services



● ● PRESIDENT'S MESSAGE ● ●

Dear SACE Members,

It's hard to believe that the 2002 Conference is only a few weeks away. I hope you will be able to join us for a great time at the beautiful Beau Rivage Resort in Biloxi, Mississippi. Your conference committee has been working very hard to make this conference one of the very best. Register now – you don't want to miss this big SACE event!

As I mentioned in the summer issue of SCOOP, the board has begun working on updating and revising the strategic plan for the association as we focus on the future direction of SACE. We had a great planning session in July and will continue with this process at the next board meeting scheduled for October 17 & 18. Thanks in advance to Patsy Hammett of Milliken & Company for hosting this meeting. Please take a look at the Strategic Planning update in this issue of SCOOP. I am very interested in your thoughts and welcome your feedback on our progress so far.

I look forward to seeing each of you in Biloxi in December!

--Nancy Bernard

Strategic Planning Report

Nancy Bernard

A strategic planning work session was held July 18 & 19, 2002 in Atlanta. Joining the current SACE officers for this meeting were Bob Cramer, Audrey Dugas, Mary Mahoney, and Ann Perry. After much discussion and brainstorming, the group revised the SACE mission and identified six strategic principles to guide future programs and services. I would like to share this information with you and I welcome your feedback.

Mission Statement

To promote partnerships between career services professional and employers by providing innovative resources, professional development, and networking opportunities to maximize the career potential of college educated adults.

Guiding Strategic Principles

1. Build and sustain a strong, engaged membership.
2. Use technology to manage and enhance the organization.
3. Manage the organization with fiscal responsibility.
4. Develop future leaders for the organization and profession.
5. Provide innovative services and membership benefits of superior value.
6. Provide opportunities for networking and benchmarking.

The group also addressed the three areas stated in the mission - resources, professional development, and networking - and established a list of possible ideas for each area that would address member needs. As each of you know, strategic planning is an on-going process and the board will devote time at future meetings to work on this important area for SACE.

Regional Roundup -- Updates from the States...

TENNESSEE

The theme for Tennessee's June 2002 Conference in Chattanooga was "Unity." Featured topics included; the economy's impact on higher education and recruiting, utilizing corporate culture factors to boost productivity, "Virtual Career Fairs," and international student employment issues. A drive-in workshop is scheduled for November 7 in Nashville on "What Employers Can Expect from Today's Millennial Generation." SACE guests are welcome to attend. Contact Ann Taylor-Tharpe, ataylor-tharpe@mail.state.tn.us or (615) 741-2956 for more information.

TACE Board for 2002-03: Dave Graham, President; Patricia Jacobs, President Elect; Elizabeth Bell, College VP; Angela Dragon, Employer VP; Clay Woemmel, Treasurer; Lucy Tucker, Secretary; Jim Yates, Past President. Directors include: Sheila Thompson, Elizabeth Nolte, Charlie Hawkins, Chuck Goon, Alice Camuti and Megan Nicklaus.

The Alabama Association of Colleges and Employers (AAACE) held its 2002 Annual Conference at the Perdido Beach Resort in June. Our theme was "New Strategies for a New Era" and we benefited greatly from the speakers and from sharing ideas with one another on new approaches to adapting to the changes in the job market and to the average job seeker. Such speakers as Susan Parker, Alabama State Auditor who is a candidate for the US Senate and Gordon Stone, Alabama Higher Education Partnership, motivated our members to work together to promote higher education, industry and economic development in Alabama.

Our Winter Workshop is scheduled for January 17th in Birmingham. AAACE has also formed a committee to serve as advisors to the Higher Education Partnership office to improve the 2003 Alabama Job Fair, scheduled for March

13th in Montgomery. For more information on the Partnership or Job Fair, contact partnership@higheredpartners.org.

The 2002-03 officers of AAACE are: President - Tammy White with University of West Alabama; Past President - Tina Holt with Blue Cross and Blue Shield of Alabama; Vice-President of Employers - Kisha Vassar with Enterprise Rent-A-Car; Vice President for Colleges - Patricia Blum with University of North Alabama; Secretary - Michael Lebeau with University of Alabama at Birmingham; Treasurer - Brenda Davis with Alabama A & M University; Board Member - Employers - Peggy Miller with SAIC; and Board Member - Colleges - Nancy Beauchamp with Jefferson State Community College.

For more information on AAACE, visit us at www.hireaace.org

--Tammy White

GEORGIA

The Georgia Association of Colleges and Employers wrapped up the 2001-02 year with over 120 members attending one of our best conferences ever at the Hilton in Savannah June 4-7.

The Summer brought a great deal of change to GACE! Chris Tabourne resigned as GACE President in July after accepting a promotion to lead Enterprise's Diversity Recruiting efforts and included relocation to New Jersey. Many SACE members know Chris well and I'm sure you reacted the same way we did upon hearing the news...Enterprise's gain was GACE and SACE's loss! Chris's resignation has led to a number of changes in GACE leadership for the coming year. In addition to finding myself in the unexpected role of President this year, Natalie Salazar with Georgia-Pacific and Kelli Barley from UPS have stepped up to fill new roles as President-Elect and Vice President for Employers respectively. Furthermore, several board members have accepted key committee assignments. For example, we're excited to have Ellen Stephens from Sherwin-Williams and Jed Gillespie with UGA co-chairing our Professional Development Committee.

Through all of these changes, GACE continues to thrive, and I believe it's because our organization is built on a solid foundation of leadership and participation. The current GACE leadership team, is working diligently to develop and provide GACE members with top notch opportunities for professional development that will help each member meet the professional challenges that lie ahead! Key resources and events this year include:

- The launch of our new website at <http://www.gace.org/>
- Our annual Drive-In Workshop,
- An Employer Bus Tour
- 2003 Annual Conference, at the Jekyll Island Club, <http://www.jekyllclub.com/>, from June 3-6.

If you have any questions about GACE, or if we can be of service to other state organizations, please don't hesitate to contact me at jaldrich@uga.edu or 706-542-6648.

Best wishes,
Jason Aldrich, GACE President
UGA Career Center
Director – Employer Relations

MISSISSIPPI

Mississippi Association of Colleges and Employers (MACE) MACE had a record breaking year 2001-2002 due to the excellent marketing of the organization. The year ended with its membership numbering 85 - an increase of 24 members. YTD membership has hit an all-time high of 93. The marketing strategies for 2002 - 2003 will include the MACE web site: www.maceweb.org, a new Marketing and Technology position, and continuing with statewide visibility/booths at colleges and state-sponsored job fairs.

The Fall Professional Development Workshop will be held at Millsaps College, Jackson on Friday, January 3, 2003.

The 2002-2003 Officers of MACE are: President - Tina Wilkins, MS Information Technology Services; Vice President - Carla Rose, The University of Mississippi; Secretary-Treasurer - Jane Moore, Hinds Community College; Marketing & Technology - Carrie Bell University of Southern Mississippi; Director, Employer - Joyce Plunkett, Southern Farm Bureau Life Insurance; Director, Employer - April McClung, Enterprise Rent-A-Car; Director, 4-Year Institution - Rubye Guest, Mississippi State University; Director, 2-Year Institution - Joe Johnson, Hinds Community College.

VIRGINIA

Soar To New Heights! VACE 2003 Annual Conference

The VACE 2003 Annual Conference will be held at the lovely Wintergreen Resort, April 30 - May 2. The Conference Committee is already busy obtaining keynote speakers, lining up entertainment and putting out requests for issues to be addressed in breakout sessions. For more information about the conference, contact Catherine Copeland (copeland@vt.edu) or Jackie Jamison (jackie.jamison@capitalone.com), VACE 2003 Conference Co-Chairs.

Meet the 2002-03 VACE Board: John Couch (2002-2003), President (HR Manager, Ecolochem, Inc.); Beverly Lorig (2002-2003), Immediate Past President (Director of Career Services, Washington and Lee University); Lesli Henry (2002-2003), President-Elect (Director of Professional Recruitment, Northwestern Mutual Financial Network); Debbie Wilson (2001-2003), Director of Finance (Coordinator of Arts and Sciences Career Services, Virginia Tech); Gary Michael (2002-2004), Director of Operations (Corporate Recruiter, Ferguson Enterprises); Kathy Shuler Thompson (2002-2004), Director of Marketing and Membership Services, (Coordinator, On-Campus Interviewing, James Madison University); Susan Brault (2002-2003), Director of Training and Development (Human Resources Manager, Enterprise Rent-A-Car); Eric Johnson (2002-2004), Director of Technology (Resource Manager, University of Richmond); Catherine Copeland (2002-2003), College Director (Assistant Director, Virginia Tech Career Services); Jackie Jamison (2002-2003), Employer Director (College Recruiting Manager, Capital One)

Check Out Our VACE Web Site!

If you want to know what is currently happening with Virginia's Colleges and Employers, visit our VACE web site at <http://www.vace.org>. Whether you need contact information for one of our members, want to check out an upcoming event, or read the most current edition of the newsletter, you can do all these things and more on our web site!

Awards Presented at VACE 2002 Annual Conference

Several VACE members received recognition for their hard work for the organization at the 2002 Annual Conference in Alexandria. Some of the awards and recipients included: Emerging Leaders: Gary Michael, Ferguson Enterprises; New Professionals: Peggy Hathaway, James Madison University and Eric Johnson, University of Richmond; Special Achievement: Mike Hobbs, Framatome ANP, GiGi Davis-White, University of Virginia (UVA) and Pat Carretta, George Mason University; John L. Chase Meritorious Service: Donna Cassell Ratcliffe, Virginia Tech and Toni McLawhorn, Roanoke College; A. Isabel Gordon Distinguished Service Award - Karen Knierim, UVA Honorary Lifetime Membership: Androniki Fallis, Longwood College

NORTH CAROLINA

The 2002 NCACE Conference, "Navigating the Seas of Change," held in New Bern in May was a great learning experience—and a lot of fun! Keynote speakers included: Dr. Blanton Godfrey, Dean and Professor, NCSU College of Textiles, who discussed "Quality in Business and Education," Helen Johnson, President of HEJ Associates, who spoke on "Are You Ready? Here Come the Millennials with Their Baby Boom Parents," and Dr. Audrey Jaeger, Associate Professor, NCSU, who discussed "Building a Case for Emotional Intelligence: Understanding and Applying the Concept to Our Lives." A panel discussion on the topic "Current Issues Facing Career Planning and Recruitment Professionals," gave all attendees the opportunity to share their ideas on issues of importance to those working in the career arena. In addition to the keynote events, concurrent sessions on various topics were held during the conference.

The conference provided a good blend of work and casual activities. Fun activities for participants included a golf tournament at the Taberna Golf and Country Club, an outside reception on the deck of the hotel with Simon Spalding, Chantey-man and Fiddler, and a trolley tour of historic New Bern. Thursday night, members portrayed their "favorite American" while listening to a local storyteller during dinner.

New officers were also elected at the May meeting. They are: President – Donna Seckar, UNC-Greensboro; President-Elect – Pam Brumbaugh, Elon University; and Treasurer – Dana Sumner, Meredith College. Carolyn Mark, NC A&T, continues as Secretary.

Upcoming events for NCACE include an employer visit with breakout professional development workshops for both employer and college members to be held on Thursday, November 7th at Underwriter's Laboratories in Research Triangle Park and the 2003 Annual Conference, scheduled for May 7-9 at the Hilton Wilmington Riverside. Other activities planned for the year are an extensive new member drive, further development of new programming options by the Professional Development and Employer Visitation Committees and a proactive public relations campaign where NCACE provides information to the media regarding trends in on-

SACE Welcomes New and Transfer Members...

Amy Achterhof, Vanderbilt University
 Lisa Adams, LaGrange College
 Greg Akin, Embry-Riddle University
 Andrea Alfano, Florida State University
 Angela Batista, Lynn University
 Shannon S. Beeman, University of Mississippi
 Harold Bell, Spelman College
 Kim Billeaudeau, Univ. of Louisiana at Lafayette
 Amanda Black, Winthrop University
 April Brubach, "Entry-Level Job Opportunities"
 Lori Bumgarner, UNC - Pembroke
 Lorraine Canalejo, Hillsborough Comm. College
 Jerelene Carver, Saint Augustine's College
 Susan P. Cochran, University of Alabama
 Mark Colvenbach, University of Tampa
 Jane Cordray-Brandon, Stetson University
 Susan Cowles, University of Alabama
 Karen A. Curtis, West Central Technical College
 Rebecca Grava Davis, Mississippi State University
 Kendrick Dixon, Enterprise Rent-A-Car
 William Eckerson, Hewitt Associates LLC
 Micki Erickson, International College
 Dennis A. Ferraro, Florida State University
 Nancy Gallagher, Radiant Systems
 Tracy Gartmann, Maryville College
 Denise M. Gong, Delta State University

Carolyn Green, Walt Disney World Co.
 Maija Guedel, University of Alabama
 Jeff Hart, Synovus
 Connie Hayes, Randolph-Macon Woman's College
 Patrick Heaton, Florida State University
 Evelyn Hendon, University of Alabama
 Robert Hicks, Southwestern Company
 Stevie Honaker, University of Alabama
 Erika James, Millsaps College
 Latonya Johnson, Walt Disney World Co.
 Kathryn Jordan, Radford University
 Paulette Litteral, Radford University
 Mary-Loyd Lowrey, Mississippi State Univ.
 Joy Marshall, Kentucky State University
 Lisa Matheny, E & J Gallo Winery
 Scott Maynard, Mississippi State University
 Vickey McDonald, Millsaps College
 Carol Marie Michalik, FBI
 Marian Minnard, Xavier Univ. of Louisiana
 Lori Lavery Mitchell, Radford University
 Renee Noel, Thomas More College
 Toney Parks, North Greenville College
 Shirley Prater, University of Louisville
 Fred Prevost, Southwestern Company
 Susan Rawi, Everglades College
 Denisha Sanders, Univ. of NC-Pembroke

SACE Welcomes New and Transfer Members (continued)

Mary Meade Saunders, Longwood Univ.
Vanessa Sconiers, Columbus State Univ.
Susan Shanahan, U.S. Coast Guard
Kate Skafidas, Enterprise Rent-A-Car
Sandra S. Smith, Florida Technical College
Marilyn L. Sorrell, FBI

Sheila Springer, University of Alabama
Tara Stopfel, Lambuth University
Marie B. Sumerel, Meredith College
Joanne Trinidad, Louisiana State Univ.
Donna Moore Wesby, Westinghouse
Steven G. Wilson, Western Carolina Univ.

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Audrey Rorrer, SCOOP Content Editor
Associate Director - Employer Connection Program
University Career Center
University of North Carolina-Charlotte
9201 University City Blvd. - 150 Atkins Building
Charlotte, NC 28223
(704) 687-2231
Fax: (704) 687-2683
arorrer@email.uncc.edu

Donna Baldwin-Hunt & Skip Hunt
SCOOP Production Editors
Baldwin-Hunt Associates

Administrative Officer

Donna Baldwin-Hunt & Skip Hunt
P.O. Box 4141
Frankfort, KY 40604-4141
502-223-SACE (7223)
fax: 502-223-8223
office@sace.net

**To submit items for the next issue of SCOOP, please e-mail arorrer@email.uncc.edu
or fax Audrey Rorrer at (704) 687-2683.**

Deadline for the next issue of Scoop is February 20, 2003

Conference 2002 Workshop Preview
A sampling of breakout topics to provide a glimpse of the wide range of topics being covered.
For a complete list, see the Conference information on the website.

Everything You Wanted To Know About Being A Director Of A Career Center & More

Navigating New Directions in Collaboration: Look at Partnerships of a Decentralized Career Center Model

Customized Career Advising for Millenials, Non-Traditionals, & Beyond

Talking the Talk: Connecting w/ the Millennials

Disclosure Skills: An Appropriate Choice

Assessing Personality w/ a Structured Interview: The Effect of Faking and Question Type on Interview Ratings

A SACE Consulting Visit Can Help You

Grow: Step by Step Guide

Team Development- A Matter Of Culture

Internships for non-technical majors-Preparing them for life after Graduation

S.M.I.L.E All The Way To Work

Successful online Internship Survey w/ Pragmatic Applications and Greater Visibility

Raising Your Mast On Campus: Planning an Effective Career Awareness Week

The Co-Curricular Record: Building Partnerships, Marketing Students, and Creating Leaders

Using Technology To Increase Your Services and Decrease Your Grunt Work

Launching New Professions Right: The New Career Professionals Program

Discussions w/ Directors..."The Brain Trust LIVE"

The Role of a Satellite Office w/in a Comprehensive Career Center

Partnering to Succeed in Outcomes Based Accreditation

PC-Based Mock Interviews-A Simple, Inexpensive Technological Innovation

Challenges and Triumphs: African American Student Subculture at Predominately White Colleges and Universities

From Caboose to Engine: Revitalizing, Empowering, and Shaping Career Services to be a key student affairs player in Institutional Marketing and Policy Formulation