



SCOOP

SUMMER 2001

Southeastern Association of Colleges and Employers

PRESIDENT'S MESSAGE

One of the really great things about being president of SACE is that I get the opportunity to communicate directly and indirectly with you on a regular basis. During the upcoming year expect to hear from me, your board members and Committee Chairs on a variety of issues, from sharing information to requesting information or opinions.

The upcoming conference in Hilton Head promises to be valued as a professional development opportunity as well as an exceptional opportunity to network and spend time with our SACE colleagues. I will use our time at the business meeting to formally share with you our accomplishments and proposed activities. During the conference, please take time to share with me any ideas you may have about the direction of SACE, suggestions regarding member needs, or feedback on current SACE activities. Let's take this opportunity to discuss how we can maintain SACE's high level of commitment to the profession.

Please join me at the President's Reception on Sunday, December 2, 2001 at the Self Family Arts Center. The 2001 Conference Committee has planned a wonderful conference in Hilton Head -- see you there!

ANNOUNCING THE 2001 SACE RESEARCH FELLOWSHIP RECIPIENTS!

The SACE Research Committee is excited to report the recipients of the 2001 SACE Research Fellowship. Crystal Higgins, Coordinator of the Disability Careers Office at the University of Tennessee, Knoxville, received the fellowship to work on research entitled, **"Self-Disclosure: The Attitudes and Perspectives of Students with Disabilities."** Dr. Robert Greenberg, Director of Career Services at UT, will serve as Crystal's SACE sponsor and track the progress of this important project.

Due to the large number and high quality of research proposals received this year, the Research Committee is pleased to report that an Honorable Mention for Research has been awarded in addition to the Research Fellowship. Chad Van Iddekinge at Clemson University will conduct research on **"Assessing Personality with a Structured Employment Interview: The Effect of Faking and Question Type on Interviewer Ratings."** Flora Riley, Director of the Michelin Career Center at Clemson University, will serve as Chad's sponsor for this project.

The Research Committee would like to extend appreciation to all SACE members who submitted proposals in 2001 and encourage others to submit their research ideas this upcoming year.

Be on the lookout for updates on the above projects in next spring's issue of SCOOP, as well as program presentations at the 2002 SACE Conference!

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PAST-PRESIDENT'S MESSAGE

I have truly enjoyed my term as SACE President and want to again thank everyone who shared their time and talent with SACE this past year to achieve the many initiatives we set out to accomplish.

Among those accomplishments were:

- Broadening of our membership categories to be more inclusive
- Using rapid polls to get membership input on key issues
- Approving an enhanced Research Fellowship
- Publishing the directory online
- Publishing a training video on the SACE website on opportunities for involvement in the association
- Establishing criteria for the SACE Scholarship
- Developing a Conflict of Interest Statement for board and committee members
- Introducing a point system to track member involvement
- Developed a traveling SACE display for use at state, regional and national conferences
- Implemented online conference registration
- Enhanced list serve participation

I would also like to report that the past-presidents of the regional and national associations met the end of June to discuss the critical issues and factors of holding an annual NACE conference as it pertains to the regions. I appreciated your thoughtful comments from the SACE Rapid Poll on this issue. I shared many of them in meeting and they were helpful in considering our options. Similar information was gathered from all the associations in addition to conference locations, timing, attendance, fees, sponsorships, and financial dependence. While feedback shows that annual NACE conferences would have an impact on the regions, NACE still feels strongly that holding a conference annually is the best direction for their membership. (Keep in mind that 61% of NACE members are not members of regional associations.) However, NACE is very willing to look at a variety of models that would ease the financial impact on the regions. NACE did agree to rotate the conference site to not fall within a single region more than once every three years. While NACE has not decided on a set date for their annual conference, they are looking at a window between mid-March and mid-June. Once they set a time frame, they will stick with it. While this will not be in direct conflict with SACE conference dates, it will impact the state associations.

At the meeting, we reviewed a number of models for collaboration aimed at reducing the impact of the annual conference. The models included holding joint regional and/or national conferences, regions/states piggy-backing NACE conferences, foregoing regional conferences when NACE is in our region and receiving financial compensation from NACE, collaborative efforts on marketing, conference/membership discounts, to name a few. The group agreed to take these models back to our boards for discussion and to brainstorm additional models.

At the August board meeting, the board agreed that SACE would continue to hold its annual conference in December, even when NACE was in our region. The board also has some additional models to pass on to NACE to include hosting a pre- or post-conference at the NACE meeting, NACE providing space at conference for state or regional meetings, NACE making a donation to the regional or state association when meeting in that area, and/or involving regional or state reps in the NACE conference planning. The part-presidents will meet again by conference call in September to further discuss options. I welcome your feedback and/or ideas.

It has been an honor to serve this past year as your President – thank you for the opportunity!

Laura Melius, Past-President

Research Grant Report

Post Graduation Survey Results Across Georgia

The Career Service Officers across the University System of Georgia collaborated to create a post graduation survey. Dr. Bruce Brewer, State University of West Georgia and Dr. Diane Fennig, Board of Regents - University System of Georgia were the lead researchers on this SACE Research Fellowship project. Rebecca Smith/State University of West Georgia and Jonathan Higgins/Augusta State University offered special research assistance as graduate students.

The designed survey was beta-tested at three of the System's 34 institutions: Augusta State University (ASU), North Georgia College and State University (NGC&SU), and Southern Polytechnic State University (SPSU) in the fall of 2000, approximately eight months after graduation. There was a survey return rate of over 35% across these three institutions. The significant statistics regarding the demographics of the respondents included: 63% were female, 81% were Caucasian, 82% received a bachelor degree, 93.3% had accepted employment – of which 95.3% reported working full-time. Approximately one third or 33% of the students had found their position before graduation, 38.6 within three months of graduation and 28.4% within six months of graduation. When asked if their current position was related to their academic studies, 79.5% of the sample reported that it was related. When asked if their current position was related to their chosen career field, 83.8% reported such a relationship.

The alumni sample represented three unique institutions within the University System of Georgia. ASU is the only non-residential of these schools, NGC&SU is one of four senior military colleges in the country, and SPSU is a residential school with a primary focus on software engineering and engineering technology. SPSU had the highest placement rates, with 98% accepting employment, followed by NGC&SU, in which 95.1% of the students had accepted employment, followed by ASU, in which 89.5% has accepted some form of employment. Graduates salaries and bonuses followed a similar pattern with the highest median salaries being drawn by SPSU in a range of \$37,500 - \$42,500. Students at NGC&SU reported a median salary of \$32,500 - \$35,000 and the students at ASU reported a median salary of \$30,000 - \$32,500. Interestingly, 49.0% of the SPSU graduates, 26.7% of the NGC&SU graduates, and 10.4% of the ASU graduates reportedly received bonuses.

The employment outcomes generally favored alumni at SPSU. One explanation for these results is that students who attend a more technically oriented school are in higher demand than those who receive a liberal arts education. Another possibility is that SPSU is located within 20 miles of downtown Atlanta where costs of living and salaries are both high and job opportunities are more plentiful. ASU (Augusta) and NGC&SU (Dahlonega) are both located in areas where cost of living is generally lower, but so are salaries and job opportunities.

In this sample, 55.5% of the students registered with career services and 44.5% did not. One question of interest, "do the students who register with career services have different outcomes than those who do not?" Graduates who registered with career services were more likely to accept employment than those who did not. Students who did not register with career services reported a median salary of \$32,500 - \$35,000, this was slightly better than those who did register with career services who reported a median salary of \$30,000 - \$32,500. Part of this difference could be because students who needed the most help finding jobs (thus registered with career services) had less experience than those who did not perceive needing additional assistance in finding a job.

This survey was the first effort to compare the graduation successes across institutions that are part of the University System of Georgia. As a complement to this research, the University System of Georgia is working on Migration Studies of the Alumni across the System as well as a salary analysis based on Georgia Department of Labor information. The quest for understanding the outcomes of students and alumni are forefront in these research efforts.

Respectfully Submitted:

Dr. Bruce Brewer bbrewer@westga.edu

Dr. Diane Fennig dfennig@mail.regents.peachnet.edu

2001 SACE Conference: Casting Your Future in a Whole New Light

HILTON HEAD ISLAND - December 3-5, 2001

THE WESTIN RESORT

Conference Co-chairs:

Sherman Bush (502) 213-2177 email: sherman.bush@kctcs.net

Anne Collins (561) 438-8239 email: acollins@officedepot.com

For information or to register online, please visit our web site at: <http://www.sace2001hiltonhead.net>

KEYNOTE SPEAKERS:

Casting Gender in a New Light

Bruce Christopher

Take control of your energy level and refocus it towards productive behaviors that fuel your efforts in the workplace and at home.

Highly energized program, armed with practical tips on how to apply what they have learned to their day-to-day situations. With more than 20 years of experience in training and development, adult education as well as public speaking, Bruce brings a unique perspective to his seminars that will give your laughing muscles a workout.

The Resilience Factor: Gaining the Ability to Thrive in a Chaotic World

Linda Nash, President - L.J. Nash & Associates, Inc.

Being resilient doesn't mean just rolling with the punches. It means bouncing back quickly and plotting a new fight strategy that will lead to the win. Some people seem to have this natural ability to succeed despite daunting setbacks. Linda explores the characteristics, attitudes and behaviors that will allow you to not only survive, but truly thrive in a chaotic world.

Author of *Surviving In The Jungle*, *The Shorter Road to Success*, *Becoming the REAL You* and *Getting Paid For It!* She is the creator of the nationally acclaimed resilience tool *The Bounce Back Quotient*. A radio personality and nationally recognized speaker, she is an expert on resilience, change and career management and has helped companies, associations and individuals navigate reorganizations, downsizing, mergers and closures to new success.

Workshop session topics include:

- Marketing
- Event/programming
- Fundraising
- Diversity/Disability Recruitment or Retention
- Technology

The Southeastern Association of Colleges and Employers has the expertise to bring you quality professional development and excellent networking opportunities. As a partnership of over 700 employer recruiters and career educators, we are the association you can count on to help increase the effectiveness of your campus recruitment and career services strategies.

For registration information, please contact Angie McNeill at E-mail: mcneilla@meredith.edu Telephone: (919) 760-8343



SEE YOU AT SACE BY THE SEA!

Regional Roundup -- Updates from the States...

FLORIDA

The theme of our Annual State of Florida Conference this year was "Change on the Horizon: Accepting, Adapting, and Achieving", and our association took this advice to heart! The state of Florida membership voted to change its name from The Florida Cooperative Education and Placement Association to The Florida Career Professionals Association. The membership felt that this was a clearer representation of our membership as a whole and was a needed change to include all members. The annual conference was held June 27th- 29th at the Hilton in the Walt Disney World Resort and was a huge success! The program included fantastic speakers and informative workshops combined within a relaxed and fun atmosphere.

Speaker Dave Mitchell kicked off the conference with "The Power of Understanding People" which was extremely interactive using a game show format and lots of humor. Some other highlights included a reception at the BET Soundstage at Disney's Pleasure Island, a productive association business meeting, a legislative update luncheon, an "80's" themed banquet, and a closing brunch from Southwest Airlines "Ambassador of Fun" Tony Brigmon. Next years conference will be held in Naples in late June, please join in on the fun!

Jonathan Thornburg (JT)
College Relations Representative/FCPA President
Office Depot

SOUTH CAROLINA

South Carolina Association of Colleges and Employers
Board for 2001 - 2002:

Sharon H. Wilcox, PHR - President

Corey Feraldi - President Elect

Brent Stewart - Vice President

Ashley Segal - Secretary

Greg Habib - Treasurer

At Large Board Members - Debbie Garrick

Bernice Bryant

Terry Hancock

Past President - Kim Erwin

Historian - Boyce Cox

Membership Chair - Tracy Powers

Newsletter Chair - Gail Roberts

Our 2001 -2002 Annual Conference will be held May 15 - 17th, 2002 at Clemson University/The Madren Center. Details will be forthcoming.

Congratulations to our President Elect/Corey Feraldi and his wife Jennifer on the birth of their son: Carter Scott!!

GEORGIA

The State of Georgia had a terrific conference on sunny St. Simons Island in June. A great attendance and wonderful speakers facilitated some terrific networking opportunities. The highlight of the conference was recognizing Renee Palmer, BellSouth, and CW Saari, FBI, as the tackiest of tourists in a competition which reminded many of us our 'early' travel days.

GACE is completing one of its most active years ever. We had a super drive-in workshop this year, our 2nd Annual eFair was an outstanding success, newsletters were produced, a joint meeting with SHRM-Atlanta was held with GACE supplying the luncheon and workshop speakers, GACE invested in its first display unit, the first Technology Tour of growing organizations in Atlanta was conducted thanks to the direction of Rosita Smith, Atlanta Chamber of Commerce, the website improved, and a great slate of new officers were elected. Barry Shiflett of Georgia State University is the incoming president with Chris Tabourne to serve as President Elect. The Experiential Committee of GACE selected some fine students to receive recognition as Jack Mangham Scholars and GACE honored one of its past presidents and continuing strong leaders with the Founders Award, Rosita Smith received the honor.

For more info on the organization, go to <http://www.gace.org>

Bruce Brewer, GACE President 2000-2001

VIRGINIA

2001-2002 Board members for the Virginia Association of Colleges and Employers (effective July 1, 2001):

President - Beverly Lorig, Washington and Lee Univ.

President Elect - John Couch, Ecolochem, Inc

1st VP - Mike Hobbs, Framatome Technologies

2nd VP - Becky Tupper, Christopher Newport Univ.

Treasurer - Debbie Wilson, Virginia Tech

Secretary - Barbara Kessler, SNL Securities

Immediate Past President, Donna Cassell, VA Tech

College Directors

- Micki Coffman, George Mason University

- Leslie Williams, University of Virginia

Employer Directors

- Pam Angle, BB&T

- Regina Woods, Ferguson Enterprises

SACE Welcomes new and transfer members...

John E. Adams, Davidson College
Dave Ballew, Tindall Corp.
Denise K. Bergin, Deloitte & Touche
Patricia Bergmaier, University of Alabama
Jane H. Boney, Florida Technical College
Ryan Brechbill, Vanderbilt University
Mark Carlton, Dominion
Michael Cavallo, Florida Technical College
Janis Conklin, Jeld-Wen, Inc.
Arlene Connelly, Keiser College
Annita G. Cox, George Mason University
Robert W. Cramer, Vanderbilt University
Emily Crone, Westfield Group
Anna Cuba, University of Miami
Randall M. Dubois, Johnson & Wales University
Theresa G. Ervin, University of Mississippi
Mary K. Fisher, Florida Institute of Technology
Laura Foster, Winthrop University
Lyn Fulton-John, Millsaps College
Crystine Galvan, Enterprise Rent A Car
Debbie Garrick, Winthrop University
Mason Gates, JobDirect
Ernestine Gould, University of Central Florida
Linda A. Haas Manley, Longwood College
Wendell Hawkins, Tindall Corp.
Meredith M. Hibbert, Washington & Lee Univ.
Jennifer D. Howard, Regions Financial Corp.
Steve Howser, Lockheed Martin Corporation
Jimmy Hubbard, Bethel College
J. Neal Isaac, Keiser College
Stephanie James, Florida Community College
Caroline Lambert, Bank of Louisville

Daniel Lynch, University of Miami
Kristy Marter, Enterprise Rent A Car
Misty McBride, Enterprise Rent-A-Car
Kathy McDermott, Univ. of VA's College at Wise
Breid McHugh, Enterprise Rent-A-Car
Denise Meadows, University of Virginia
Megan Nicklaus, Vanderbilt University
Ann S. Pederson, Applied Solutions, Inc.
Katie Porter, Auburn University
Heidi Quinn, John Carroll University
Natalie Rasmussen, Greater Louisville Inc.
Jennifer Rehrig, JobDirect.Com
Sarah Risalvato, Disney Worldwide Services
Anne Roberts, Rollins College
Lynn R. Roeder, East Carolina University
Raymond Rogers, Rollins College
Audrey Rorrer, UNC-Charlotte
Jennifer Schuster, The Citadel
Tracie L. Scott, Florida State University
Bob Shea, Western Carolina University
Amy Leahy Shutts, Brenau University
Tiffany Talbot, Westvaco Corporation
Jacqueline S. Taylor, Union University
June Thompson, Marriott International
Judy W Traylor, Univ. of Alabama - Birmingham
Freda Turner, Embry-Riddle Aeronautical Univ.
Suzy Waldrip, Enterprise Rent A Car
Coleman Walker, The Haskell Company
Monica White, Davidson College
Sharon R. Wilcox, Santee Cooper
Tina Wilkins, Miss Dept. Info Technology Services
Holly Woodall, University of Alabama-Huntsville
Gerald F. Zagaiski, Florida Technical College

SCOOP MOVES INTO THE 21ST CENTURY

The SACE Board of Directors is excited to announce for your convenience and faster delivery, the next issue of SCOOP will be available online. You will receive an e-mail message notifying you a new issue of SCOOP is out and a link to the newsletter will be provided. We will continue to mail SCOOP to those individuals who do not have an e-mail address.

Thanks to Anne Foote Collins and Office Depot for hosting the SACE Summer Board Meeting and Leadership Training Meeting at the Office Depot headquarters in Delray Beach, FL



Front Row, left to right: David Graham - Director of Consulting Services, Alex Hines - Workshop Committee Chair, Audrey Abron - Vice President-Professional Development, Laura Melius - Past President, Mary Mahoney - Vice President-Membership, Ember Roberts - New Members Chair. Back row, left to right: Patsy Hammett - Vice President-Finance, David Gaston - Leadership Development Committee Co-Chair, Jodi Roberts - Volunteer Coordinator, Anne Collins - Conference 2001 Co-Chair, Gloria Reeves - State Associations Liaison, Dinah Griggsby - President, Audrey Rorrer - SCOOP Content Editor, Nancy Bernard - President-Elect, Megan Newman - Research Committee Chair, Melanie Sinche - Director of Information Management. Also attending but not pictured: George Wells - NACE Representative, Donna Baldwin-Hunt & Skip Hunt - Administrative Officers.

Photograph By Baldwin-Hunt

Dear SACE Colleague: With the SACE annual conference just three months away, the Scholarship Committee would like to once again solicit donations for the SACE Auction Series. Auction proceeds are designated to generate scholarship funds that serve as a valuable resource in funding the professional development interests of our membership. As with previous years, the silent auction will be held in conjunction with the Annual Conference Resource Room. Past donations have included computers, airline tickets, gift certificates, household items, autographed sports team paraphernalia and much more. What better way to “brand” your organization’s support for professional development of our members than contributing to this important endeavor. If your organization has available resources to support the SACE Scholarship fund, please contact us at once.

Dave Graham, SACE Scholarship Committee Chair

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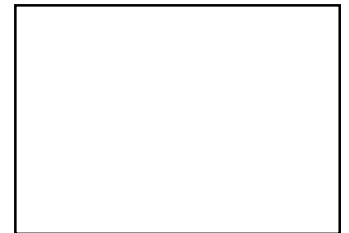
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To get items in the next issue of SCOOP, please e-mail them to arorrer@email.uncc.edu
or fax them to Audrey Rorrer at (704) 687-2683.

Deadline for the next issue of Scoop is September 24, 2001

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