



SoACENEWS

Bi-Annual Release
October 2007

A Message from the President

Dear Colleagues,

Thank you for your support to serve as your first SoACE President. I am humbled by the leadership of the former SWACE and SACE presidents, Matt Berndt, Randy Wilson, Jeff Wetherald and Tracy Powers who provided the momentum to help SoACE reach the present structure for which we all are now members. It is my intention to apply my experience in both university and corporate venues to develop SoACE as a premier professional association.



As a brief introduction, I am the Associate Director of the Career Center at the University of North Carolina Wilmington. I joined UNCW in 1995, after ten years as Director with Elon University and previous experience in leadership in non-profit management and corporate sales. Since entering the field, I have served as President of the North Carolina Association of Colleges and Employers and in the following roles with the former SACE organization: President-Elect, Vice President of Finance, Vice President of Membership and Director of Information Management.

In the brief three months that SoACE has been in existence, your professional team of leaders has devoted great energy to establish our regional association as a model for others throughout the country. Among a few accomplishments are:

1. The membership jumped from 0 on July 1, 2007 to 577 on September 30, 2007 with members from the following states: Alabama, Arkansas, Florida, Georgia, Kansas, Kentucky, Louisiana, Mississippi, New Mexico, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, and Virginia.
2. Election of officers resulted in nine outstanding leaders,
3. Officers quickly reached out to the members to fill 19 various SoACE committees with volunteer leaders.
4. By-laws, standard operational procedures and fiscal policy procedures were written and put into practice.
5. A Conference Committee with four leaders (3 divas and 1 devo) with 9 subcommittees and 76 volunteer members stepped up and are preparing for our first annual conference in San Antonio, Texas scheduled for November 27-30.

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Director-External Relations & Communications

Toni McLawhorn
Director-Professional Development
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Dana Smith
Director - Employer

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6. The 2008 Annual Conference location has been identified and is scheduled for December 2008 at The Walt Disney World Contemporary Resort in Orlando, FL.
7. With the help of our Executive Directors - Donna and Skip Hunt our financial accounts and investments have been developed and are soundly guided by Patricia Blum our Director of Finance. The accounting firm of Charles T. Mitchell has been contracted to officially guide us in sound practices and annual audits to assure compliance with the IRS.
8. The SoACE website is growing quickly with many member resources.

9. SoACE has completed a competition and identified a leading association logo to brand our organization.
10. Professional Development has already collaborated to produce outstanding seminars for the SOACE members

And the list just goes on and on...

The excitement in professional and personal enrichment comes from getting involved.

As you can read, the excitement in professional and personal enrichment comes from getting involved. Anytime is always a good time to connect with your professional association. To do this, simply complete the volunteer application form on the SoACE

website. It is simple, go to Professional Development on the main SoACE webpage and a pop-up menu will display volunteer opportunities. The application form is there.

I hope you share my enthusiasm for 2007-2008 year for SoACE. It is my great pleasure to be involved with this professional association. If any of your corporate or college career professionals are not yet members of SoACE, please encourage them to join! Membership applications are available on the SoACE website.

For now, please connect with me if you have questions about your association. See you in San Antonio!

Fondly,

Karen Thompson
SoACE President



SoACE Conference: Synergy in San Antonio

Jay Skipworth, Co-Chair of the Conference Marketing & Printing Committee

Synergy (noun) – The dynamic interaction of two or more agents or forces so that their combined effect is greater than the sum of its parts.

SouthernACE is the synergy of two great organizations (formerly SWACE and SACE) into one: a powerful, diverse, and motivated group dedicated to forging a path of excellence into the future for our profession. The inaugural conference of this great organization will be at the Hyatt Regency in San Antonio, TX, November 27-30, 2007. Registration and hotel information is available online at www.soace.org.

Are you thinking about attending the conference this year? Attendees can look forward to a

Haven't made reservations yet?

Well, what are you waiting for?!

Register soon to reserve your spot ...we anticipate a complete sell-out.

We look forward to seeing YOU for Synergy in San Antonio!

number of incredible opportunities. Here are just a few highlights:

- Powerful keynote speakers Jason Dorsey and John Alston;
- Incredible new Networking Opportunities for employer and college professionals;
- Entertaining events at the Institute of Texas Culture and the Sunset Station;

- The opportunity to be at the inaugural SoACE Conference and learn more about the new SoACE organization; and
- Last, but not least, San Antonio is absolutely breathtaking during the Holidays!

The four conference chairs, Shelly Garcia (St. Mary's), Patsy Hammett (Milliken), Sue Martin (East Carolina University), and Eric "Woody" Woodworth (Enterprise), along with the conference committee, have spearheaded an amazing agenda for the conference that will surely engage, enlighten, and entertain all who attend. Come be a part of history in one of the country's most historic locations.

Professional Development Update

Toni McLawhorn, Chair of Professional Development Committee

Pre-Conference Programs You do not have to be registered to attend the SoACE Conference to participate in these workshops. Registration is available through the SoACE website.

Tuesday, November 27 - SoACE and CPP, Inc. invite you to attend "Taking Career Counseling to the Next Level – Career Development Combining the Myers-Briggs® and Strong Assessments". Learn how you can take your counseling to the next level by providing your students and clients with a complete career development picture based on a combined interpretation of their Strong Interest Inventory™ and MBTI® results. Workshop topics will include:

- Review of the MBTI and Strong assessments
- Where do the two tools fit in the career development process
- Using assessments in academic advising
- Research that ties MBTI and Strong together
- Review of selected Strong and MBTI reports
- Case studies – when everything fits, when nothing fits, and everything in-between
- Hands-on practice combining the assessments

The 6-hour workshop is facilitated by Catherine Holmes, M.S., CPP Education Consultant, and an

assessment trainer with 20 years experience in career counseling and program development. To register, visit www.cpp.com/nextlevel, or call CPP Customer Relations at 800.624.1765. Your cost for attending the workshop is only \$65 per person, in advance. Please register early – workshop space is limited. Registrations may be cancelled for a full refund up to five business days before the workshop date.

Wednesday, November 28 - Hot off the press: Recruiting Trends 2007-2008

Participants will get a first look at the newest recruiting trends, as reported by the Collegiate Employment Research Institute (CERI) at Michigan State University. The Institute has been conducting an annual survey of national employers for over 30 years, seeking employers' intentions regarding the hiring of new college graduates. This research provides a snapshot of factors influencing the college labor market, as well as in-depth examination of key issues in college recruiting. Participants will get a detailed overview of the just-published data, as well as a personal copy of the publication, "Recruiting Trends- 2007-2008". Presenter: Dr. Phil Gardner, Director, CERI.

Wednesday, November 28 – Nuts & Bolts: The Basics for the New Professionals in Career Services and Recruiting. *Are you new or*

relatively new to your position in Career Services or as an employer recruiter? If so, this workshop is for you! The Nuts & Bolts program offers basic training for new professionals to help you develop both your skill set and your understanding of how college campuses and employers work together to bring new graduates into the workforce. This intensive half-day program features college-specific and employer-specific sessions that focus on the needs, priorities and tools of new professionals in each group. Workshop participants will leave Nuts & Bolts with both an understanding of the past, present and future of our profession, and tangible tools, information and resources they will be able to use immediately to enhance their skills and improve their work performance.

Additional Professional Development Opportunities

Annual Drive-In Conference – Discovering the Hidden Treasures in your Students – January 25, 2008, Houston Baptist University. Sponsored by the Houston Area Consortium of Career Center, in collaboration with SoACE. Watch the SoACE website for more information.

Do you have a suggestion for professional development topics? Submit your ideas to Holly Holman, chair of SoACE webinars, at holmahf@auburn.edu.

New Medical Leave Policies:

SICKNESS: We will no longer accept a doctor's statement as proof of sickness. If you are able to go to the doctor, you are able to come to work.

OPERATIONS: Operations are now banned. As long as you are an employee here, you need all that you have. You should not consider removing anything. We hired you as you are. To have something removed constitutes a breach of employment.

Excerpt from Fun at Work by Abbott-Langer Association

Profile Exchange

Twyla Hough, SoACENEWS Editor

Here is your opportunity to learn more about the SoACE leadership. This edition features the profiles of Donnie Brown, President-Elect and Curt Schafer, Director of External Relations and Communications

Name: [Donnie Brown](#)

Employer: [Tindall Corporation](#)

Position Title: [Vice President Human Resources](#)

Length of overall regional ACE membership: [6 years](#)

How did you get involved in SoACE? [I called Patsy Hammett and asked if the old Southern Placement Council still existed. She brought me up to date and recommended that I join SACE](#)

Leadership positions in SoACE organization: [various volunteer committees / Director of Information Technology with SACE / Co-Chair of 2006 SACE Conference / President Elect with SoACE](#)

What do you like most about this organization? [The opportunity to network with terrific professionals in a variety of universities, colleges, and industries.](#)

What are your goals for SoACE? [Coming together as a successful new association with an increase in membership greater than the combined total of the former Southwestern and Southeastern Associations and the establishment of a sound financial base for the future.](#)

Tell us your favorite tradition in your previous regional ACE

organization. [I think it is great that we recognize the young professionals in career services as well as the senior professionals who have contributed for many years to the association during our conferences.](#)

Share with us something interesting about yourself that the folks in SoACE may not know yet. [My wife, who is the genuine artist in the family, and I took an American Impressionist oil painting class together 2 years ago.](#)

Name: [Curt Schafer](#)

Employer: [Texas State University-San Marcos](#)

Position Title: [Director of Career Services](#)

Length of overall regional ACE membership: [Forever](#)

How did you get involved in SoACE? [The prospect of helping two outstanding regional organizations come together as one was fascinating to me so I volunteered to help out.](#)

Leadership positions in SoACE organization: [Director of Communications and External Relations](#)

What do you like most about this organization? [The people!!!! There are some great folks who worked very hard on the Merger Task Force to make this all happen and some outstanding volunteers who are working hard on the Board and the Conference in order to lay the groundwork for the future of SoACE. I love being around people who get things done and have a good time](#)

in the process and our organization is full of them!!

What are your goals for SoACE? [This is definitely a year to get this new group organized and to establish a SoACE identity. If we get those two goals accomplished, we can start building from there.](#)

Tell us your favorite tradition in your previous regional ACE organization. [I enjoyed many aspects of SWACE but some of the things I remember most and liked to do most at our conferences were the early morning wellness activities. Through these activities I was introduced to aerobics, yoga, Pilates and many other forms of exercise foreign to me. Though I was always sore for the rest of the conference, I enjoyed the opportunity to participate, learn something new and watch my fellow males \(always Tony Margaro and sometimes, Roger Young\) suffer along with me!!!!](#)

Share with us something interesting about yourself that the folks in SoACE may not know yet. [Though I have a German surname, have lived in a little German town in the Texas Hill Country \(New Braunfels, Texas\) and worked at Texas State for 10 years, I am mostly Cajun French, was born and raised in Baton Rouge, LA and worked in Career Services for 10 years at LSU under Frank Carney, a name known by many former SACE members. While at LSU, I attended many SACE functions, so I am looking forward to renewing old acquaintances and making new ones in SoACE!!!](#)

New Restroom Break Policy

RESTROOM USE: Entirely too much time is being spent in the restroom. In the future, we will follow the practice of going in alphabetical order. For instance, those whose names begin with 'A' will go from 8:00 to 8:10, employees whose names begin with 'B' will go from 8:10 to 8:20 and so on. If you're unable to go at your time, it will be necessary to wait until the next day when your time comes again. In extreme emergencies, employees may swap their time with a co-worker. This exchange must be approved by both employees' supervisors.

Excerpt from Fun at Work by Abbott-Langer Association

SoACE Membership Continues to Grow

Skip Hunt, Baldwin-Hunt Associates

**Join us in welcoming the following
new members to SoACE!**

Anne Alexander
University of Miami

Pamela Anderson
Geico

Edra Baker
Lee College

Nancy Barry
Nancy Barry & Associates

Emily Bates
Lambuth University

Karen Baynham
University of Texas at Dallas

Luisa Beck
University of Houston - Clear Lake

Jo Anna Benavides-Franke
TAMU - Corpus Christi

Roseanne Bensley
New Mexico State University

Brenda Blackman
Campbell University

David Boop
Arkansas Tech University

Beth Borck
University of Houston - Clear Lake

Bobby Britton
Enterprise Rent-a-Car

Jessica Brooks
Lamar University

Brooke Brown
University of Kentucky

Stacy Bruce
University of Oklahoma

Benjamin Bythewood, Jr.
Lamar University

Teresita Calderon
University of Texas-Pan American

Jessica Campbell
University of Houston

Celia Castaneda
University of Texas-Pan American

Sarah Clark
University of North Carolina
Wilmington

Mark Clark
Lowe's Companies, Inc.

Casey Cockrell
University of Mississippi

Emanuel Contomanolis
Rochester Institute of Technology

Shannon Copeland
Lamar University

Elizabeth Costello
Devon Energy

Lori Davies
University of Texas at Austin

Lesli Defore
On-Campus Resources

Terry Dowling
University of South Florida - St.
Petersburg

Pamela Ehlers
Oklahoma State University

Nora El-Khouri
Lowe's Companies, Inc.

Elizabeth Everett
Appalachian State University

Shelley Klotz
University of St. Thomas

Ronnie Garcia
University of Texas-Pan American

Lisa Garza
University of Texas at Dallas

Kimberly Gilman
University of Texas at Austin

Lisa Gooden
University of Mississippi

Jessica Grantham
Oklahoma State University

Allen Griffith
Maxim Healthcare

Donna Guilfoyle
Northrop Grumman Corp.

Kendra Gully
Angelo State University

Tosha Halsted
University of Oklahoma

Steve Harper
Toyota Motor Manufacturing Texas

Sonja Hayes
University of South Florida - St.
Petersburg

Sharon Herrera
TAMU - Corpus Christi

Nancy Holcomb
Maxim Healthcare Services

Shelly Holly
University of Tulsa

Terri Howe
TAMU - Corpus Christi

Lauren Hudson
University of Louisiana at Lafayette

Heather Huntley
University of Texas at Dallas

Tara Lagulli
University of Texas at Austin

Andrea Lfft
Fastenal Company

Edie Irvin
Mississippi State University

Holly James
Georgetown College

Linda Jersin
University of Texas at Dallas

Angela Johnson
Newell Rubbermaid

Renee Jones
Union University

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Kim Jones Kentucky State University	Kim Muller West Texas A & M University	Kay Sherman Harding University
Mark Kaefer Experience	Kevin Nall Baylor University	Angela Shoultz Brookhaven College
Roberta Kaskel Loyola University New Orleans	Carrie O'Malley University of Texas at Austin	David Sierra BellSouth
Don Kemp University of Oklahoma	Susan O'Reilly First Investors Corp.	Debika Sihi University of Texas – Austin
Roycee Kerr Southern Methodist University	John O'Reilly, Jr. First Investors Corp.	Jay Skipworth Auburn University
Nikki Knutson University of Kentucky	Ron Orick University of Arkansas - Fort Smith	Carl Smith Tindall Corporation
Mark LaHood Loyola University New Orleans	Virginia Page Appalachian State University	Jenny Smith Lenoir-Rhyne College
Dustin Laroux Enterprise Rent-a-Car	Araceli Perez University of Texas-Pan American	Deborah Smith San Jacinto College South
Erik Larsen Rice University	Susan Phillips University of South Florida - St. Petersburg	Brent Thompson University of Oklahoma
Denise Lefort Clemson University	Mary Raider Eastern Kentucky University	Beth Waddelow University of Central Oklahoma
Karen Lingrell University of West Georgia	Ricardo Ramirez University of Texas-Pan American	Tiffany Wallace Mississippi Valley State University
Kara Lombardi Duke University	Antonia Ripo University of South Florida Sarasota-Manatee	Kimberly Watts University of the Incarnate Word
Jenne Martin Hospitality Recruiters	Anthony Roberts Affiliated Computer Services, Inc.	Mark Werbeach University of North Carolina Wilmington
Will Martin University of Houston - Clear Lake	Dinorah Rodriguez Texas A&M University – Kingsville	Heidi Williams Appalachian State University
Lauren McDow Georgia Tech Coll. of Management	Nancy Salinas TAMU - Corpus Christi	Jessica Wilson E.ON U.S. LLC
Kathy McGee University of Central Arkansas	Jeremy Sanders Enterprise Rent-A-Car	Heather Wilson SunTrust Bank
Mark McNasby Optimal Resume.Com, Inc.	Anna Scarff East Carolina University	Kelley Wood Hardin-Simmons University
Pete Medrano Lowe's Companies, Inc.	Tyler Schmidt Tindall Corporation	Corinne Wright University of South Florida Sarasota-Manatee
Mandelin Meehling Southern Methodist University	Suzanne Scott-Trammell University of Alabama – Birmingham	Keri Young Texas Christian University - Neely School of Business

Upcoming Events

Amy Oakes, Communications Committee

Be sure to join us in San Antonio at the Hyatt Regency - San Antonio for "Synergy in San Antonio," the annual SoACE conference November 27-30, 2007. Also, plan now for the following upcoming events!

October 17, 2007: Keeping Score: A Simple Strategy for Assessing a Complicated Process (Online)

October 24, 2007: Facebook: Ethics, Accuracy and Assumptions (Online)

October 30, 2007: Elephant in the Living Room: Let Assessment Break the Ice (Online)

November 6, 2007: Infusing and Using Pop Culture in Career Services (Online)

November 6-7, 2007: Career Coaching Intensive
Motivate Your Students and Effect Change
Location: Marriott Kingsgate Cincinnati, OH

November 7, 2007: Employer Roundtable: Columbia, MD
Location: Maxim Healthcare, 7227 Lee Deforest Drive Columbia, MD

November 13, 2007: Employer Roundtable: Kansas City, KS
Location: T-Mobile USA, 12980 Foster Street, Suite 200 Overland Park, KS

November 14, 2007: Employer Roundtable: San Francisco, CA
Location: McKesson Corporation, 1 Post Street, 18th floor San Francisco, CA

November 15, 2007: Straight Jobs, Gay Lives: Sexual Orientation and Career Decision Making (Online)

November 15, 2007: Employer Roundtable: Pittsburgh, PA
Location: U.S. Steel, 600 Grant, 33rd Floor, Gary Conference. Pittsburgh, PA

November 27-30, 2007: SoACE Conference
Location: Hyatt Regency San Antonio San Antonio, TX

November 28, 2007: Teaching Students to Create an Employer Needs Job-Search Strategy (Online)

November 29, 2007: Employer Roundtable: Columbus, OH
Location: JPMorgan Chase, 1111 Polaris Parkway Columbus, OH

December 4, 2007: Employer Roundtable: Englewood, CO
Location: Charles Schwab & Col, 9402 E. Panorama Circle, Englewood, CO

December 5, 2007: Multicultural Best Practices for Career Center Staff and Recruiters (Online)

December 5 - 7, 2007: MPACE Conference
Location: Regency Denver at The Colorado Convention Center Denver, CO

December 12, 2007: Employer Roundtable: Houston, TX
Location: Marathon Oil Company, 5555 San Felipe Houston, TX

December 13, 2007: Employer Roundtable: Philadelphia, PA
Location: SAP America Inc, 3999 West Chester Pike Newtown Square, PA

For more information about the online seminars contact:

Rosemary Duran
800/544-5272 ext. 132
rduran@naceweb.org

Megan Ogden
800/544-5272 ext. 137
mogden@naceweb.org

For more information about the employer roundtables contact:

Diane Beauchner
800/544-5272 ext. 136
dbeauchner@naceweb.org

John Stritehoff
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Job Interviews Gone Wrong

The employment interviewer examined the job application, then turned to the prospective employee.

"I see you have put ASAP down for the date you are available to start, meaning as soon as possible, of course. However, I see you've put AMAP down for required salary. I don't believe I've ever seen that before. What does it mean?"

The applicant replied, "As Much as Possible!"

A guy walks into the human resources department of a large company and hands the interviewer his application. The interviewer begins to scan the sheet, and notices that the applicant has been fired from every job he has ever held.

"I must say," says the interviewer, "your work history is terrible. You've been fired from every job."

"Yes," says the man.

"Well," continues the interviewer, "there's not much positive in that."

"Hey!" says the guy. "At least, I'm not a quitter."

Excerpt from Fun at Work by Abbott-Langer Association



Excerpt from **Fun At Work**
Abbott, Langer, & Associates. Inc.

The Job Security Quiz

1. The boss appears at your cubicle and finds you playing DOOM at your desk, you:

- A) Swear to take the game off your hard drive forever, but first make a copy for his kid.
- B) Inform him that you're planting a virus in the program so everyone who plays it on company time will get reported to HR.
- C) Tell him that whatever he wants will have to wait until you've finished the level.

2. There's a cushy job opening in the mail department, stuffing envelopes with free samples. It pays twice as much as your current position. What do you do?

- A) Meekly suggest to your boss that transferring you might improve the morale of everyone who's been working with you.
- B) Politely ask your boss for a transfer and offer to split the salary increase 50/50 with him.
- C) Barge into your boss's office and demand reassignment so that you "won't have to work under someone who should have retired before he became a laughingstock."

3. When your boss throws a party and invites everyone in the office except you, what do you do?

- A) Stay home and watch 'I Love Lucy' reruns.
- B) Show up at the party anyway, with a really expensive bottle of wine and a briefcase full of small, unmarked bills.
- C) Go over to your boss's house after everyone has left and throw rocks at the windows, shouting obscenities.

4. Your boss criticizes your work unjustly. What do you do?

- A) Listen politely, and then apologize.
- B) Blame someone else.
- C) Climb on top of your desk, and hold up a piece of paper on which you've written the word "union."

5. When the CEO parks his car in your spot, you:

- A) Wash and wax it, then leave your business card under the windshield wiper.
- B) Key it ... then tell the CEO's secretary you saw your boss near it, loitering suspiciously.
- C) Key it ... then proudly tell the CEO's secretary that you did it.



6. Your boss asks you to play Kooky the Clown for his kid's fifth birthday party. What do you do?

- A) Offer to pay for the costume rental and cake, too.
- B) Agree to do it, then blackmail a co-worker into doing it while pretending to be you.
- C) Agree to do it, then show up as yourself and tell the children that Kooky is dead.

7. Your boss' gorgeous daughter comes on to you. How do you react?

- A) Tell her that you feel it would be unethical for you to date the boss' daughter, but that you would be honored to pay for her to go to the movie by herself.
- B) Ask her what time you should pick her up.
- C) Tell her you would love to go out with her, because you like cheap women, but you prefer them to be at least slightly attractive.

8. The boss accuses you of not keeping the office clean. You:

- A) Clean the office while he supervises.
- B) Tell him that you delegated the job, then fire the underling you supposedly gave the job to.
- C) Clean the office again, but this time, you use your boss' face.

SCORING

Mostly A's: You have nothing to worry about. They'll never fire you because you're a doormat.

Mostly B's: You're not just going to keep your job, with your complete disregard for other peoples' feelings; you'll positively shoot up the ladder of success. Congratulations! You're a real jerk.

Mostly C's: You are a career kamikaze. The boss would have fired you long ago, but he's terrified of what you might do.

Mostly N/A's: If it is too difficult to envision yourself in any of these scenarios... count your blessings.

