

# KACE

KANSAS ASSOCIATION OF COLLEGES AND EMPLOYERS

September 2008

Editor: Gina Frigault

## The President's Corner



Hello KACE members! It is hard to believe that a year has flown by so fast and we're now nearing time for our annual conference. I am very excited at what we've been able to accomplish this year as a Board and I'd like to share some of those accomplishments with you. I am very pleased this year that we have been able to reinstitute our association newsletter. Gina Frigault has taken the lead on this initiative and has done a fabulous job with seeking input from members, spending time writing articles, and formatting it into a newsletter that is both entertaining and educational. I think the newsletter is a great way to both keep our members informed on news from around the state, but also serves a tool to use when sharing KACE with potential new members. Thanks so much to Gina and to others who have participated in providing information for the newsletter.

As a board this year, we've also taken a collective look at our by-laws and made some proposals for revamping them. Kent McAnally will present these proposed changes to the membership at the conference, but they are also printed in this newsletter so that you may preview them. Our goal with these changes was mainly to ensure that our organization was operating in line with the by-laws. With the way that they were previously written, the committees were not in alignment. We believe the proposed changes will correct this. Speaking of committees, we worked hard this year to ensure that all of our committees had leadership and were actively engaged. Thanks very much to all of our committee chairs for stepping up to take on these roles. I am particularly pleased that Patty Soucy from KU agreed to take on leadership for the Experiential Education committee. She jumped in with both feet and is working with her committee to prepare a session at our conference. I hope that all of you will take some time to consider attending that session. Additionally, Sandi Dale, our membership committee chairperson, worked with her committee and our Treasurer, Ann Hartley, to clean up our membership directory to ensure it better reflected current members and our board worked on the KACE membership brochure and begin work to distribute it at multiple venues to educate potential new members on the benefits of joining KACE. I believe that this kind of outreach is what will help our organization continue to grow and I thank everyone who has been involved in this initiative. June Coleman-Hull and her team worked hard to put together a Summer Drive In Workshop for our members in Topeka. Although I didn't play the golf scramble, I heard it was enjoyed by all and the program for the workshop was informative and educational. I truly enjoyed spending time seeing and catching up with our members. Finally, Jolene Phillips and her committee have been very busy this year putting together the program and planning for this year's annual conference. From what I can tell, the committee has put together a jam packed, entertaining, and educational conference that I know you will enjoy and learn from.

I feel privileged to have served as KACE's President this year and thank everyone who has supported, encouraged, and provided guidance to me during the past two years. I hope that you will all join me in continuing to reach out to potential new members, partner with each other to share best practices, and work together to find matches of your students and employment opportunities. It is my belief that if we stay actively engaged in these three activities, our organization will continue to grow and prosper. I look forward to continuing to be a part of that. Thanks again for allowing me to serve.

Jennifer Mehnert  
2007 - 2008 KACE President  
Garmin International



**SINCERE THANKS TO JEN FOR HER FINE LEADERSHIP THROUGHOUT THE YEAR!**

## KACE 2007-2008 Leadership

### OFFICERS

President	Jen Mehnert	Garmin
President-Elect	Jolene Phillips	University of Kansas
Past President & Historian	Jill Pletcher	Wichita State University
Secretary	Judy Rychlewski	William Jewell College
Treasurer	Ann Hartley	University of Kansas
Employer Relations Rep.	Stephanie Glazier	Youthville
College Relations Rep.	Kent McAnally	Washburn University

### COMMITTEE CHAIRPEOPLE

Awards & Recognition: Dena Smoot (Butler County Community College)  
By-Laws and Constitution Committee: Kent McAnally (Washburn University)  
2008 Conference Planning Committee: Jolene Phillips (The University of Kansas)  
Experiential Education: Patty Soucy (The University of Kansas)  
Membership: Sandi Dale (University of Missouri – Kansas City)  
Nominations: Jill Pletcher (Wichita State University)  
Public Information: Gina Frigault (Avila University)  
2009 Site Selection: Susan Wade (Baker University)  
2010 Site Selection: Jill Pletcher (Wichita State University)  
Technology: Wendy Shoemaker (The University of Kansas)  
Special Projects: June Coleman-Hull (Emporia State University)



## KACE Summer Drive-in Workshop and Golf Scramble

Over 50 employers and career professionals met in Topeka on July 23<sup>rd</sup> for the 4th annual KACE Drive-in Workshop and Golf Scramble. The purpose of this event is to provide a professional development workshop for members, network opportunities for prospective and current members, and to preview the upcoming annual KACE conference in November. This year's event focused on industry and workforce trends in Kansas. Experts from the Kansas Departments of Labor, Personnel Services, Commerce and the Kansas Career Pipeline shared valuable information on workforce trends and how employers and career centers can successfully meet these changing demands. Andy Solter and Karen Cox provided a demonstration and overview of the Kansas Career Pipeline electronic system available at [www.kansascareerpipeline.org/](http://www.kansascareerpipeline.org/). Along with a discussion on labor trends, attendees could participate in the golf scramble before and after the program. The day concluded with a tour of the Topeka Workforce Center. The Workforce Center has been recognized for its leadership in providing innovative services to both job seekers and employers. For an electronic copy of the power point presentation by panelists, please contact June Coleman-Hull at [jcoleman@emporia.edu](mailto:jcoleman@emporia.edu)

Special thanks to the Special Projects Planning Committee:

Lucy Kollhoff, Kansas State University-Salina  
Melissa Johnson, University of Kansas  
Karl Kandt, Kansas State University  
June Coleman-Hull, Emporia State University

If you are interested in serving on the planning committee, please contact June Coleman-Hull. **Special thanks to June and her committee for their contributions to KACE!**

*Notes: At the podium during the program is Inayat Noormohmad from the Dept of Commerce Labor and Statistics.*

*Thanks to June for both the article and photo.*



## Greater Kansas City Employer Fair

UMKC is hosting the 2008 Greater Kansas City Employer Fair – co-sponsored by many Missouri & Kansas colleges and universities.



The fair will be held on **Wednesday, September 24 from 10 a.m. to 3 p.m.** in Swinney Recreation Center on the **University of Missouri – Kansas City** campus. The event is free and open to college students & graduates.

For more information or to view a list of participating organizations, **visit [www.career.umkc.edu](http://www.career.umkc.edu)**

## Register for the 2008 KACE Conference!

**When:** November 5-7, 2008

**Where:** Topeka Capitol Plaza Hotel, Topeka, KS

**Cost:**

**Colleges**--\$150 (\$125 conference fee + \$25 2009 membership fee)

**Employers**--\$165 (\$125 conference fee + \$40 2009 membership fee)

**Register at:** <http://www.zoomerang.com/Survey/?p=WEB227W397JRRK>

(due to technical difficulties, registration will not be available on [www.kaceweb.org](http://www.kaceweb.org) this year)

General information about KACE can be found at [www.kaceweb.org](http://www.kaceweb.org).



**Payments & Registration Questions:**

Ann Hartley

[ahartley@ku.edu](mailto:ahartley@ku.edu)

785-864-7674 phone

785-864-4572 fax

***For credit card payments: Call Ann at the number above.***

**Payments can be mailed to Ann Hartley at:**

University Career Center

Attn: KACE

1601 Irving Hill Road, 110 Burge Union

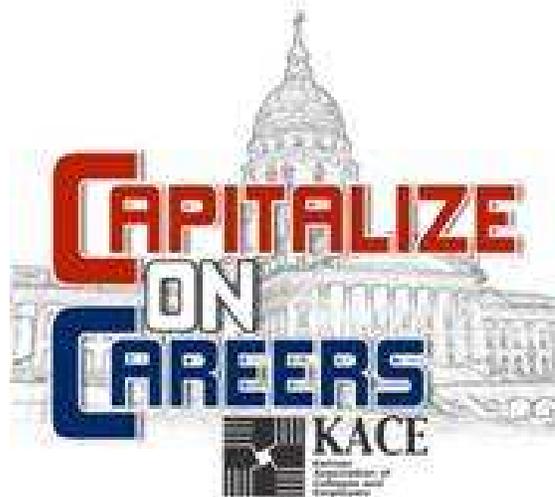
Lawrence, KS 66045

**Hotel Accommodations**

Topeka Capitol Plaza Hotel

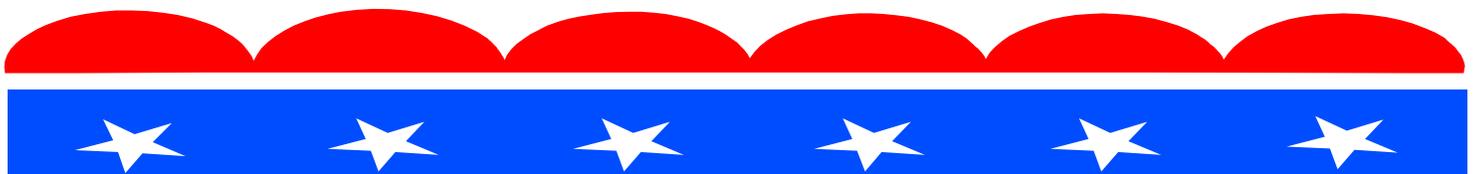
785-431-7200

[www.capitolplazahoteltopeka.com](http://www.capitolplazahoteltopeka.com)



Rooms are \$92 for a single/double; suites are \$149 (You will need to mention you are with the KACE conference when booking to receive this rate).

**Rooms must be booked by October 13 to secure the conference rate.**



## **KACE Experiential Education Committee Meeting Updates**

During this summer, the Experiential Education Committee met to identify opportunities for how we may best serve our employer and college/university KACE members. Several strategic goals and opportunities emerged from our discussion, including the development of an Experiential Education Wiki and targeted roundtable discussions during the November 2008 conference.

The focus of the 'ExEd' Wiki is to allow all KACE members to add and/or edit available experiential education content in a spirit of collaboration and information sharing. Instead of creating an email listserv, the committee wanted to develop a resource that members could access when they had a question or wanted to post a helpful resource. As we all encounter similar questions and concerns about internship tracking, internship courses, opportunities/resources for international students who wish to intern in the US, etc., the committee hopes this resource will prove to be an ideal venue for those discussions. Look for more information and an unveiling of the resource during the November conference.

Also during the conference, the committee will facilitate targeted round table discussions during an afternoon breakout session. Discussion topics will be focused on both employer and college/university member issues. Many of the topics will be the same as those listed on the 'ExEd' Wiki as we hope to use this session as a way to share with those members who were not able to attend. The list of round table discussion topics are listed below.

Topics for College/University Members:

- Internship tracking processes and systems
- Opportunities/resources for students wanting to intern abroad
- Opportunities/resources for international students wanting to intern in U.S.
- Tips for boosting student participation in internship fairs and workshops/events
- Internship course organization

Topics for Employer Members:

- OFCCP
- Internship Housing

The Experiential Education committee welcomes your thoughts and feedback as we move forward. We are looking forward to a great 2008-09 academic year. See you in Topeka!

## **Gearing Up for KACE's November 2008 Conference**

President Elect, Jolene Phillips, serves as our Conference Committee Planning Chair for 2008.

Joining Jolene on the committee are:

<b>Name</b>	<b>Organization</b>
Shirley Wing	KU
Jeanette Downs-Pettitt	MidAmerica Nazarene University
Susan Wade	Baker University
Jenny Donovan	Garmin International
Duane Williams	Washburn University
Karl Kandt	K-State
Melissa Johnson	KU
Kent McAnally	Washburn University
Raedawn Ruffner	Garmin International
Meredith Warren	Wichita State University
Ashley Demond	KU
Susan Webb	Ottawa University
Ann Hartley	KU



**There is an amazing amount of time and detail work that goes into planning a conference. In advance we thank this committee of volunteers for all the work they are doing to develop a great conference for all of us to enjoy and learn from.**

## **Meet our Keynote Speakers**

## **Pam Ehlers**

### **The Effects of Personality Type Preferences on the Advancement and Graduation of Undergraduate Students in Higher Education**

Dr. Ehlers recently conducted a study to determine if relationships existed between individual personality types as determined by the Do What You Are (DWYA) on-line personality inventory and gender, ethnicity, area of academic study, entering and exiting grade point averages, and time to degree completion of undergraduate students at Oklahoma State University. The primary objective of this research project was to gain insights into the personality types of these students and look at the relationship between type and academic success using data collected from 2, 533 students over a six year period by OSU's career development center.

Dr. Pamela Ehlers received both her bachelors and masters degrees from OSU in Stillwater, Oklahoma. After teaching for five years in the public schools, she completed an education specialist degree in counseling from Pittsburg State University, and began a career in higher education. For two years, she served as a career counselor for Cottey College in Nevada, Missouri. In 1993, she joined the Office of Career Services as a job developer for Pittsburg State University. Pam promoted to the director's position in 1995, and continued to serve for 13 years as director of Pittsburg State University Career Services. In 2006, she traveled full circle back to Stillwater and now serves as the Director of Career Services for OSU.

In December 2007, she completed her doctorate degree in Higher Education Leadership from the University of Arkansas. Dr. Ehlers is a nationally certified career counselor and a master career counselor. She served as the national secretary for the American Association for Employment in Education, and secretary (two terms) for the Kansas Association of Colleges and Employers (KACE).

As Director of OSU Career Services, Dr. Ehlers supervises over 27 staff members that serve five campuses in the OSU system with over 23,000 students. Pam is married to Kim Ehlers who works as a conservationist for the USDA and they have one son, Chase, who is a junior at OSU this fall.

## **Dennis Rosen**

### **Winfluence – Marketing, customer service, making people happy**

In today's competitive market, relationships with your customers are more important than ever. Whether your customers are consumers buying your products or students and employers visiting your career center, being mindful of customer relationships can have a major impact on your successful operation and your bottom line. In his presentation, "Create Devoted Customers," Dr. Dennis Rosen will discuss the principles of customer WinFluence® he has developed to help businesses win more customers and influence their perception of service. He will show you how to go beyond the basics of your business to improve customer devotion and customer promotion.

Dr. Dennis Rosen is a professor at the University of Kansas School of Business and an award-winning instructor of courses in marketing and consumer behavior. He holds a Ph.D. in psychology from the University of Minnesota. Dennis' research on consumer decision making has been published in national academic journals. He is also president of WinFluence® Solutions providing presentations and training in the marketing, service and sale fields to businesses and associations. He recently released his new book, *Create Devoted Customers: WinFluence® Secrets for Immediate Customer Service Improvement*. Additional information is available on his Web site: [www.winfluencesolutions.com](http://www.winfluencesolutions.com).

## **John Wade**

### **Applying Appreciative Inquiry to Career Counseling and the Work Place**

This workshop will provide a brief introduction to positive psychology with an emphasis on four specific applications: 1) identifying and exploring strengths from a strength based perspective, 2) working from a solution focused instead of a problem solving perspective, 3) creating a positive and energizing work environment, and 4) framing questions positively to yield positive responses and solutions.

John Wade, Ph.D. earned his Doctorate in Counseling Psychology from Penn State University and completed an internship and post-doc at the University of Missouri. He serves as a Licensed Psychologist and Outreach Coordinator at Counseling and Psychological Services at the University of Kansas. He is also an adjunct faculty member at Avila University in Kansas City, where he has developed a three course curriculum on positive psychology. He is currently developing a strength based model of supervision for use in university counseling center training programs and is co-editing a book entitled *Applying Positive Psychology to the University Campus*. He has presented to various groups on using Positive Psychology and Appreciative Inquiry to facilitate change at both the individual and organizational level. He lives in Lawrence with his wife Susan and two daughters.

# Proposal for Bylaws Revision - 2008



Thanks to Kent McAnally, the following is a preview of bylaw revisions to be presented at November's Conference Business Meeting. Revisions are noted in red.

## VII. COMMITTEES – PURPOSE

### *Annual Conference Committee*

To determine the program for the Annual Conference. The President-Elect shall serve as chair. Each member will serve a one-year appointment.

### *Site Committee*

To determine the Annual Conference site. Committee shall consist of a minimum of three (3) members. Each member will serve a one-year term, ~~with two (2) members being replaced each year.~~

### *Nominating Committee*

To select a single slate of nominees for elective positions. The membership shall be notified of the slate **at least thirty (30) days** prior to the Annual Meeting. Additional nominations may be made by the members from the floor at the Annual Meeting. Committee shall consist of three (3) members. The Past President shall serve as chair. Each of two (2) appointed members will serve a one-year term, ~~with one (1) member being replaced each year.~~

### *By-Laws Committee*

To receive and review suggestions for changes to the By-Laws from the Board of Directors and circulate to all members of the Association prior to being voted upon at the Annual Meeting. Committee shall consist of a minimum of three (3) members. Each member will serve a one-year term, ~~with two (2) members being replaced each year.~~

### *Long-Range Planning Committee*

To study changes affecting Kansas employment and suggest possible directions for the Association to accommodate the changes. Committee formed at the discretion of the President upon consultation with the Board of Directors. If convened, committee shall consist of a minimum of three (3) members.

### *Membership Committee*

To develop and distribute information about the Association to prospective members and to maintain effective materials and activities used to encourage membership. Committee shall consist of the Association Treasurer **plus** a minimum of two (2) additional members. Each appointed member will serve a one-year term, ~~with two (2) members being replaced each year.~~

### *Special Projects Committee*

To plan and coordinate all meetings of the Association except the Annual Conference and the Annual Meeting. Committee formed at the discretion of the President upon consultation with the Board of Directors. If convened, committee shall consist of a minimum of three (3) members.

### *Awards and Recognition Committee*

To coordinate the nominations and review information of persons eligible to receive awards and recognition from the Association and to select awardees. Committee shall consist of a minimum of three (3) members. Each member will serve a one-year term, ~~with one (1) member being replaced each year.~~

### *Public Information Committee*

To prepare and distribute the Association newsletter twice yearly, and inform the public of the activities of the Association through newspapers and other means. Committee shall consist of a minimum of two members: one (1) editor serving a one-year term and one (1) public information officer serving a two-year term.

### *Experiential Education Committee*

To serve as the Kansas contact for national experiential education organizations and promote and distribute information regarding work-integrated learning to membership. Committee shall consist of a minimum of three (3) members. Each member will serve a one-year term, ~~with two (2) members being replaced each year.~~

### *Technology Committee*

To explore new and existing forms of technology as they relate to career and employment services and the Association, to implement those technologies that are deemed appropriate for the advancement of services, and to maintain the Association homepage on the Internet. Committee shall consist of a minimum of three (3) members. Each member will serve a one-year term, ~~with two (2) members being replaced each year.~~ President may appoint members to any ad hoc or standing committee. Committee composition and terms are recommended, but changes may be made at the discretion of the Board of Directors.

## Current Version in the 2005 Bylaws:

Affected sections are in *italics*.

### VII. COMMITTEES – PURPOSE

#### *Annual Conference Committee*

To determine the program for the Annual Conference. The President-Elect shall serve as chair. Each member will serve a one-year appointment.

#### *Site Committee*

To determine the Annual Conference site. Committee shall consist of *four (4)* members. Each member will serve a *two-year* term, *with two (2) members being replaced each year*.

#### *Nominating Committee*

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#### *Awards and Recognition Committee*

To coordinate the nominations and review information of persons eligible to receive awards and recognition from the Association and to select awardees. Committee shall consist of a minimum of three (3) members. Each member will serve a *three-year* term, *with one (1) member being replaced each year*.

#### *Public Information Committee*

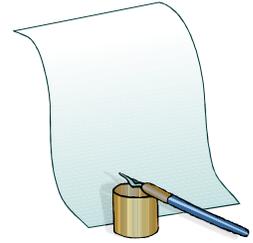
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**Please review the by-laws & proposed changes prior to the conference and KACE Business Meeting.**

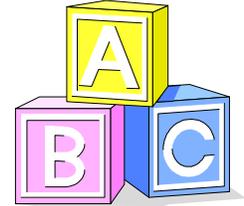
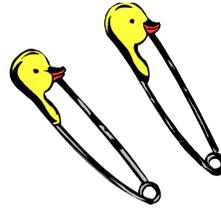
# Announcements

## Births:

Samuel Jack Blackman – April 23, 2008 – 10:16 p.m.  
First born of Carrie Blackman, DeVry University

Savannah Sierra Klasing – May 25, 2008 – 1:33 p.m.  
6 lbs. 13 oz – 19” long  
First born of Traci Klasing, Park University

Hearty congratulations to both sets of new parents!



## Job/Career Changes:



B.B. Stotts, long time active KACE member, accepted a new opportunity at Pittsburg State as Director of Continuing and Graduate Studies on August 25<sup>th</sup>.

David Hogard has taken on B.B.'s former role as Assistant Director for Employer Relations in the Pittsburg State Career Services office. As such, David is the new contact for on-campus recruiting at Pittsburg State.

Best wishes to both B.B. and David in their new roles at PSU!

## Want to Promote a Program to other College Students?

You can easily send a message to all members to promote a program you are offering or to ask for advice on a career related topic. Just go to our web site: [www.kaceweb.org](http://www.kaceweb.org) and click on "New Web Features" on the right side of the screen. Then look for "To send a message to all KACE members...." and click there. Follow the simple instructions, do your best to proof your message, complete the closing box, and press SUBMIT.



## Keep the Newsletter Alive!



Special thanks to those who contributed to this newsletter! All members can help! Just suggest and write a short article, review a resource, comment on software that meets your needs, interview an employer, share news of a retiring staff member, or one moving on to another position or career, introduce a new staff member, or a position vacancy in your office, update members on the status of your committee work, or share a "best practice" with fellow KACE members.

Newsletters will generally be "published" in March/April and September.

There's plenty of time to come up with thoughts, and to submit an article, staff update, book review, or quote!

**THANKS & ENJOY**