



KACE

Kansas Association of Colleges and Employers

Newsletter | November 24, 2015



Linking Kansas Employers and Higher Education Career Services Personnel

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President's Corner

Kent McAnally

Washburn University

At this time last year, my predecessor, June Coleman, quoted many of us: "Where has the fall gone?" I'm going to expand on that a little bit: What happened to this year? Here we are nearing our annual KACE conference once again – didn't we just do that?

I'll put in a quick plug for the upcoming conference. We have some exciting and fun activities planned. The conference will begin with a couple of tours, as usual. I know some of you are golfers, but I think Top Golf is going to wow even those of us who can't distinguish a birdie from an eagle without looking at their tail feathers! I am really looking forward to hearing [Daniel Seddiqui](#) talk about career exploration and his 50 jobs in 50 states experiences. We had an incredible response from you for breakout presentations – thank you! I'm a big David Sedaris (Me Talk Pretty One Day) fan, so I can't wait to see The SantaLand Diaries, which is traditional but irreverent holiday reading for me. Friday looks great with Patti Phillips from the National Association of Collegiate Women Athletics Administrators. Join us at JCCC December 2-4! By the way, the 2016 Site Selection Committee and the Board of Directors have selected the beautiful Oread Hotel in Lawrence as the site for our 2016 annual conference. You'll hear more about that as we go along.

Elsewhere in this newsletter is a brief summary of three proposed amendments to the KACE bylaws. Please take a minute to look those over. As we go through the course of our yearly activities, we discover that some of our practices do not align with how the bylaws are written or with good professional practice. These three proposals would help clarify practice and enable our committees and the Board of Directors to do their work better.

I would be remiss if I did not mention that the Washburn University Career Services staff has settled into new quarters in the renovated Morgan Hall. After 15 months with all four of us in a single classroom, we are now in a new suite of offices that we share with Multicultural Affairs and our Student Services office – services for students with disabilities and students using GI Bill benefits. For the first time, we have an interview suite that we share with Student Services for accommodated testing. As I write, I am looking out my beautiful windows at the soon-to-be-completed front lawn awaiting a newly-commissioned sculpture that will be just outside. I know our facility will be eclipsed soon by several of you with planned new spaces, but it is a long-awaited significant improvement for us – one we are proud to show any of you. Stop in to see us.

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President's Corner Con't

Kent McAnally

Washburn University

We talk about involvement in KACE a lot, and there are definitely a lot of you involved in this organization. That is a good thing. Involvement, we hope, progresses to leadership. It is my hope as I transition from president to past president that you will be willing to accept when asked to assume leadership roles. Better yet, I hope you will offer your expertise as KACE continually needs new ideas and leaders for committees and the board. Serving in these roles is highly rewarding, as many of us will attest.

So what happened to this year? Like all years, it has passed, only to become "the past." It has truly been my honor to serve as your president in 2015, and I thank you for your trust and confidence. And what happens to me now? I, too, become "past," as in "past president," a title I will relish. Past president does not equal "past member," though, and I look forward to several more years with you in this wonderful association.

As a reminder:

KACE has marketing materials!

Brochures and business cards extolling the virtues of KACE membership are available for you to distribute to prospective members. We can ship them to you, and we'll be bringing them to the summer drive-in. If you want materials now, email Kent at kent.mcanally@washburn.edu and let him know how many of each you want and where to send. We'll ship for free!

Bringing Home Baby

Katrina Zarema

The University of Kansas

Katrina & Zach Zarema welcomed Aubree Ann Zaremba on June 9, 2015 at 12:54am. She weighed 7lbs 8oz and was 19 inches long. At four months old, she loves exploring the different noises and faces she can make! She definitely gives her mom and dad lots of laughs!





2015 KACE Leadership

Officers:

President

Kent McAnally, Washburn University

President-Elect

David Hogard, Pittsburg State University

Past President/Historian

June Coleman, Emporia State University

Secretary

Val Perkins, Wichita State University

Treasurer

Carol Gard, Johnson County Comm. College

Employer Relations Representative

Celeste Gruhin, UPS

College Relations Representative

Julie Hamel, The University of Kansas

Technology Officer

Erin Wolfram, The University of Kansas

Committee Chairs:

Annual Conference Planning

David Hogard, Pittsburgh State University

Bylaws

David Milford, Emporia State University

Membership

Polly Matteson, Truman State University

Kelsey Ploeger, The University of Kansas

Site Selection

Chance Clutter, The University of Kansas

Special Events

Ann Van Zee, Harvesters

Technology and Communication

Erin Wolfram, University of Kansas

Melissa Scholten, University of Missouri-KC

Long Range Conference Planning

Robyn MacGregor, Emporia State University

It's never too late to join a committee and getting to know your colleagues!

Do you want to stay connected with KACE members year round? Be sure to connect with us on [LinkedIn](#), [Twitter](#), and [blog](#). Share articles, announcements, and new discussion topics on any of these profiles!



Conference Hashtag

Use conference hashtag #kace15 again this year to join in a Twitter contest! More details to follow!



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2015 KACE Conference Quickly Approaching!

David Hogard

Pittsburg State University

KACE Conference Chairperson 2015

If any of you are like me this semester you are sitting there asking yourself: "where did this semester go?" or, perhaps you are telling yourself: "I am so ready for this semester TO go!" But whatever you are telling yourself, I highly encourage you to register for this year's annual KACE Conference which will take place December 2-4, 2015 at Johnson County Community College in Overland Park, KS. For the veterans out there...you all know this is a great time to catch up with other veterans as well as meet new and upcoming leaders in our profession. For the new members....you need to know that this is a great time to meet some outstanding Career Services professionals as well as representatives from the Human Resources industry.

This year's KACE conference – "Navigating the Future" -- promises to be wealth of information to help you in your profession. A few highlights include:

Wednesday, December 2

Company tours of NetSmart and Top Golf

Thursday, December 3

Outstanding breakout sessions and keynote presentation from Daniel Seddiqui. Mr. Seddiqui is known as the World's Most Ambitious Job Seeker, yet has been named by USA Today as the Most Rejected Person in the World. Evening entertainment will be The SantaLand Diaries at the Kansas City Repertory Theatre.

Friday, December 4

More outstanding breakouts as well as keynote Patti Phillips. Ms. Phillips is the CEO of the National Association of Collegiate Women Athletics Administrators (NACWAA).

Additional information and registration information can be found at the [KACE website](#): We hope you take a moment out of your day to "navigate" to the KACE website and register! See all of you in December!





KACE Bylaws Proposals

*Kent McAnally
Washburn University*

KACE Bylaws Proposals

Three proposals to amend the KACE Bylaws will be presented at the Annual Meeting on December 3 to be voted on by the membership. Below is a brief synopsis of each.

Proposal A

Proposal A will specify in which years particular positions on the board of directors are elected. Currently, the bylaws state that members of the board serve two-year terms, but it is not specified whether all members are elected at the same time or in alternate years. The result is confusion over when terms end and the possibility that an entirely new board might have to be elected at one time. Proposed language for the new version is as follows:

VI. OFFICERS

The officers of the Kansas Association of Colleges and Employers shall be:

- A. *President* - serves a one-year term. Upon completion, the President serves a term as Past President.
- B. *President-Elect* - elected to a one-year term. Upon completion, the President-Elect ascends to President.
- C. *Secretary* - elected to a two-year term **in odd-numbered years.**
- D. *Treasurer* - elected to a two-year term **in even-numbered years.**
- E. *Past President* - serves a one-year term.
- F. *College Relations Representative* - elected to a two-year term **in odd-numbered years.**
- G. *Employer Relations Representative* - elected to a two-year term **in even-numbered years.**
- H. *Technology Officer* - elected to a two-year term **in odd-numbered years.**

Upon resignation of an officer in mid-term, the President, with the advice of the Board, will appoint members to complete necessary tasks until the **next scheduled election for that office.** Upon resignation of the President-Elect, nominees for both President and President-Elect will be presented at the Annual Meeting.

If approved, this amendment will take effect immediately, with the election of "odd-numbered year" positions. The president-elect will continue to be elected each year for what is, in effect, a 3-year board term.

Proposal B

This proposal affects the duties of the president. Currently, the president may authorize \$25 annually for miscellaneous expenses for a committee to conduct its work. This proposal would raise that amount to \$100. The current authorization of \$100 for a memorial or remembrance gift would not change. The proposed new language is as follows:

Duties of officers shall be as follows:

- A. President - shall conduct the Annual Conference and the Annual Meeting, direct the affairs of the Association, appoint chairpersons of committees (see list under VII. Committees), and in consultation with the committee chairs, appoint committee members. The President may grant to committee chairpersons monies up to **\$100.00** annually for miscellaneous expenses and \$100.00 for memorial and remembrance gifts as needed without Board approval. The President shall serve as a member of the By-Laws Committee, the Annual Conference Committee, and the Long-Range Planning committee if convened.



KACE Bylaws Proposals Con't

Kent McAnally

Washburn University

Proposal C

This proposal brings the bylaws into alignment with current practice regarding the selection of conference sites and dates. The bylaws currently give the power of site selection, but not date selection, to the site selection committee. The power of date selection is left to the annual conference committee, which does not begin its work of planning until after a site is selected. Since the date and site must be selected simultaneously, this proposal simply codifies that practice. The proposed new language is as follows:

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 Selection Committee

To determine the Annual Conference site and date. Committee shall consist of a minimum of three (3) members. Each member will serve a one-year term.

VIII. ANNUAL CONFERENCE and ANNUAL MEETING

The location and date of the Annual Conference will be chosen by the Site Selection Committee with approval by the Board of Directors. The Annual Conference Committee will plan the budget for the Annual Conference, such budget to be economically self-sustaining.

All three proposals have passed through the Bylaws Committee with a “do pass” recommendation. Each will be voted on at the annual meeting, with a simple majority of votes in favor from members present at the meeting required for approval.

KACE Scholarship Winners

Kelsey Ploeger

The University of Kansas

The Membership Development Committee is proud to announce the recipient of the 2015 KACE Presidential Scholarship, Kent McAnally (Washburn University), and the recipient of the 2015 KACE Current Membership Scholarship, Angela Hayes (Kansas State University).

The committee was fortunate to have excellent applicants this year, and we're excited to hear about Kent's time at the American Association for Employment in Education (AAEE) Conference and about Angela's experience at the National Career Development Association (NCDA) Conference.



KACE Award Winners

Polly Matteson and Kelsey Ploeger

Truman State University and The University of Kansas

The following awards will be presented at the annual KACE Conference. We look forward to hearing about great contributions from 2015 and celebrating the winners!

=== Career Services Member of the Year Award ===

In recognition of outstanding contributions by a Career Services member to KACE during the past year.

=== Chairperson of the Year Award ===

In recognition of the outstanding contributions by a KACE committee chairperson during the past year.

=== Employer Member of the Year Award ===

In recognition of outstanding contributions by an employer to KACE during the past year.

=== Rookie of the Year Award ===

In recognition of outstanding contributions by a member who is in their first year of membership.

=== Technology Award ===

In recognition of outstanding contributions to KACE or to their profession through the development of innovative programs and services.

=== Outstanding Committee Member Award ===

In recognition of outstanding contributions by a KACE committee member during the past year.

=== Brad Barackman Bridge Award ===

In recognition of the KACE member who implemented, over the past year, an outstanding program that serves as an effective “bridge” between employers and Career Services.

=== The Larry Hannah Career Services Director Award ===

In recognition of a Career Services Director who made an outstanding contribution to KACE during the past year.

KACE Member Spotlights

Kelsey Ploeger

The University of Kansas

Whether you’re new to KACE or are seasoned veteran, we want to hear your story! By taking ten minutes to submit a [Member Spotlight Form](#), you can take a small, but meaningful step towards connecting with other KACE professionals.



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KANSASWORKS New Trade Act Law Expands Benefits

Phyllis LaShell

KANSASWORKS Department of Commerce

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Michael Copeland, Interim Secretary

Sam Brownback, Governor

NEW TRADE ACT LAW EXPANDS BENEFITS, September 2015

Congress recently expanded eligibility for Trade Adjustment Assistance (TAA) – one of the most comprehensive federally-funded programs designed to aid workers affected since **January 1, 2014**. If your company has experienced layoffs or reduced hours due to the global economy, employees may qualify for benefits.

A few of the services provided at no cost to employer or employee include:

- **Job Search Assistance** including Resume Writing and Interviewing Skill Support
- **Funded Training With Income Support** to obtain skills and credentials (Classroom, On-the-Job, Registered Apprenticeship or Customized)
- **Wage Supplement** for re-employed workers age 50 and older
- **Out of Area Job Search Allowance** may be available for anyone who is unable to obtain employment within a 50-mile radius of their residence (eligibility requirements must be met)
- **Relocation Allowance** may be available for anyone moving 50 miles or more from their residence (eligibility requirements must be met)

For further information about this program please contact Phyllis Gish or Ann-Marie Bevel as soon as possible. Approaching deadlines for benefits must be met by employees who qualify.

Phyllis Gish, 785-296-0824
pgish@kansascommerce.com

Ann Marie Bevel, 785-296-5621
ambevel@kansascommerce.com



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KANSASWORKS Employer Partner Incentive

Phyllis LaShell

KANSASWORKS Department of Commerce



Employers:

Please take advantage of KANSASWORKS.com for posting job opportunities at no cost. Create an employer account at KANSASWORKS.com and enter your job openings to easily find qualified and skilled candidates matching your job specifications. Once you have established an account, you can also search for resumes and candidates by experience, keyword, and other search criteria.

Post-Secondary Schools (Information for Students):

Kansas offers careers in cutting-edge industries like bioscience, advanced manufacturing and healthcare, as well as conventional and renewable energy. These industries have incredible potential and need talented employees for full-time, part-time and intern positions. All you have to do is click on www.kansasworks.com and set-up your account, then begin your job search. You can also upload your resume so that it is available to employers who are searching for qualified job candidates. KANSASWORKS pulls in job opportunities from hundreds of job boards and company websites...it's like one-stop job searching.

For more information, please call (877) 509-6757 for your closest workforce center or email Phyllis LaShell at plashell@kansasworks.com.

Staff member updates at the University Career Center at KU

Ann Hartley

The University of Kansas

This fall we have some exciting changes taking place at KU. Natalia Plotnikov joined the staff of the KU University Career Center on September 7th as our new Employment Services Manager. Natalia manages all of our full-time, internship and part-time job postings, along with our Job Location and Development (JLD) program. She oversees on-campus interview schedules and recruiter campus visits. Some of you may remember Natalia as a former member of KACE when she worked at DeVry in employer recruitment. We are excited to have her at KU working with our team.

Kristin Redding has moved into a new role in the University Career Center as our event coordinator. In addition to managing our career events and etiquette dinners, Kristin works with the marketing team to develop new and engaging ways to connect with students on a regular basis to increase awareness and encourage attendance and participation at events. We are thrilled to have Kristin in this position as she is very organized and creative and brings so much energy to our team.



National Career Development Association (NCDA) Conference

*Angela Hayes, KACE Current Member Scholarship Recipient
Kansas State University*

This summer I attended the National Career Development Association Conference entitled "Reimagining Life's Possibilities: Celebrating First Jobs Through Encore Careers." The entire conference was excellent, but I was the most impressed by two presentations in particular. The first was called "Resisting the Righting Reflex: Using Motivational Interviewing to Evoke Client's Wisdom for Change" presented by David Youhess from the University of Buffalo Career Services office. My other favorite presentation was called "Creative, Impactful Career Development Practices and Resources for International Students" presented by Ellen Zold Goldman and Ashley LoBue of Northeastern University, Boston, MA. I'll summarize what I learned from each below.

While Motivational Interviewing is an approach that's mostly been used in the treatment of addictions, I'd been thinking a lot about its applications to career coaching. Mr. Youhess's presentation very succinctly discussed why it's so applicable and helpful for our clients who are resistant, or at the very least ambivalent, about doing what they need to do to move their careers forward.

The central idea in Motivational Interviewing is that we as practitioners need to resist our urge to jump in and "fix" or "make right" whatever we feel the client isn't doing, or isn't doing correctly in order for them to move forward. We often feel that if we just set them on the right path, everything else will fall into place. When it doesn't, our tendency is to say to ourselves and/or colleagues that the client is being resistant or is unmotivated. Let's take a look from a different perspective.

It's important to keep in mind that motivation is a "state of readiness for change, rather than a personality trait" (Muscat, 2005, p. 182). A very normal stage of the change process is ambivalence or even resistance to the idea of change. When we try to "fix" a person in that stage by telling them what they need to do to get things back on track, we often get nowhere. They might smile and politely tell us that they will engage in those activities, but they often won't, because they haven't yet convinced themselves that it's time. In order to make a change they need to understand/believe in the importance of the decision to change, confident that they can make the needed change and consider it a priority to make the change in the face of all of the other issues in their lives. If all three of those factors are not present, the change does not happen. The change can be anything from beginning to reach out to networking contacts to being "all in" for going after their dream job.



**National Career Development Association (NCDA) Conference Con't**

*Angela Hayes, KACE Current Member Scholarship Recipient
Kansas State University*

So how can we be the most effective with those who are in the ambivalent or resistant stage? Motivational Interviewing theory says that the ambivalence a client feels is often like having a committee inside his/her head who state the reasons **to** change and the reasons **not to** change with about equal frequency and enthusiasm. Motivational Interviewing is a person-centered, collaborative and goal-oriented approach that pays particular attention to the clients' stated reasons for change in an atmosphere of acceptance and compassion. Since people have a tendency to believe what they hear themselves say, it can be very helpful to listen for that "change talk" and then summarize it back to them. At the same time, you'd reflect back much less of their "status quo" talk in order to help them move forward. Another method is to ask questions to help them clarify the discrepancy between where they currently are and where they want to be. Some examples: "How would you like things to be different in relation to your career, say 6 months from now?" "What do you like about the way things are now? What don't you like?" "Let's say you really focused on this and set your mind exploring careers, and I'm not saying you have to, but if you did, what do you think would happen as a result?" "No one knows better than you do. So given what you know about yourself, what do you think you'd have to do to be successful?"

Another very helpful approach is using scaling questions to get an idea of the client's level of confidence in pursuing change and then work from there. It can be something like "On a scale of 1-10, 1 being not at all confident, and 10 being very confident, how confident are you in your ability to pursue your dream job?" "What makes you say 5 instead of maybe 3 or 4?" "What would it take for you to get to a 6 or 7?" Again, this practice of asking helpful questions, instead of telling the client what needs to be done, can be quite powerful in their decision to move themselves forward.

The presentation "Creative, Impactful Career Development Practices and Resources for International Students" approached the topic by giving us numerous examples of programs and best practices that have worked for them in helping international students find careers in the U.S. I was stunned and quite impressed by the fact that they put on 147 programs for international students per semester. One of the programs they mentioned is called "The Art of American Small Talk". They practice business small talk (which they call Biz Prov—like Improv but for business) in non-threatening ways. They start by showing this [YouTube video](#). They told us that this puts the students at ease because they are at least better at small talk than "that guy". From there they ask for volunteers to tell the group what people "small talk" about in their country, followed by students getting into groups to list out interests, places they'd like to travel and three places they think small talk would likely be expected. Then they pair up and practice. The presenters give general tips and students create their own cheat sheet for networking activities. In a separate presentation they have a linguist come in to talk about modulating voice pitch, learning where inflections should go, etc. They also invite a group of international student alumni to Skype in a couple of times per semester. Students sit at computer terminals and talk with each alumnus for about 10 minutes before going on to the next alumnus. Finally, they told us about an 8-hour program that they do every semester called "International Student Forum for the U.S. Job Search". They do that program on a weekend and give certificates of completion to participants. They generally have standing room only. You might also want to check out all the great resources on the [National Career Development Association's new website](#).



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University Events Calendar on kaceweb.org

Val Perkins

Wichita State University

As you schedule events for the 2015-2016 school year, don't forget to publicize them on the KACE events calendar. With improvements made last year to the website, you are able to post and modify your events without waiting for them to be manually updated. Here is how you use it:

- Go to the current calendar at <http://kaceweb.org/calendar/> and click the "Add an event hosted at or sponsored by your organization" link
- Log in when prompted
- Enter your event date, time and any other details you wish – click the green links to see all the options
- Enter the event title in the description area (this is the big textbox after the Event Details section) – due to a small glitch in the software, the title section is not available for editing except by administrators so we will add this for you once you enter your information
- Enter any other details about the event in the description area
- Click the "Publish" button to the right when you are finished entering information
- If you need to update your event after publishing, email Val Perkins at val.perkins@wichita.edu

Your Newsletter Contributions are Encouraged!

Your contributions keep the newsletter fresh! Thank you to those who contributed to this newsletter! Please feel free to share ideas and stories with Melissa Scholten (scholtenm@umkc.edu).