

**KACE**

Kansas Association of Colleges and Employers

Newsletter | Spring 2017**In This Issue:**

- *President's Welcome*
- *Scholarship Recaps*
- *Program Insights*
- *Annual Conference Awards*

Linking Kansas Employers and Higher Education Career Services Personnel

KACE President's Welcome*Erin Wolfram**The University of Kansas*

Hello KACE friends!

Every year it seems I always say "Wow! I can't believe how fast time is flying," and that certainly has been the case this year! It's hard to believe the 2016 KACE conference was four months ago, and I am already a quarter of the way through my KACE presidency! I hope all attendees enjoyed the conference and found the information helpful and the company and entertainment enjoyable. I know I did!

We are always looking for future conference presenters. Start thinking about potential topics now, and look for a call for proposals email soon. We hope you will consider presenting and sharing your knowledge and best practices with the rest of us.

If you are looking for a way to connect with KACE colleagues again before the 2017 conference, I hope you will attend the upcoming, annual Summer Drive-in to be held August 3rd at Metropolitan Community College. This one day event is a great way to meet up with old friends, make new ones, and step away from your desk for a quick but informative professional development day. This year's topic is Together We Lead. Don't miss it!

Employer members, I hope you are taking advantage of the employer meet-ups Celeste has coordinated. I heard the January event was very productive. If you missed it, hopefully you will make the next one. What a great way to connect with colleagues to share best practices, frustrations, and ideas around recruiting talent for your organizations.

Always remember, if you have any questions, concerns, or ideas related to KACE, please send them my way!

Best of luck as you wrap up the spring semester.

Erin

KACE President

Technology Strategist

University Career Center, University of Kansas



KACE

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Newsletter | Spring 2017

Linking Kansas Employers and Higher Education Career Services Personnel

2017-2018 KACE Leadership

Officers:

President

Erin Wolfram, The University of Kansas

President-Elect

Dana Nordyke, Kansas State University

Past President/Historian

David Hogard, Pittsburgh State University

Secretary

Julie Anderson, OMNI Employment Services

Treasurer

Carol Gard, Johnson County Community College

Employer Relations Representative

Celeste Gruhin, UPS

College Relations Representative

Julie Hamel, The University of Kansas

Technology Officer

Brandi Wriedt, Truman State University

Committee Chairs:

Annual Conference Planning

Dana Nordyke, Kansas State University

Bylaws

Gary Handy, Washburn University

Membership

Rhiannon Racy, The University of Kansas

Site Selection

TBA

Special Events

Julie Anderson, OMNI Employment Services

Technology and Communication

Brandi Wriedt, Truman State University
Co-Chair: Ashley Kruger, The University of Kansas

It's never too late to join a committee and get 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!



KACE HISTORY

Interested in how we got started? Check out the history of KACE:

<http://kaceweb.org/extened-history/>

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Newsletter | Spring 2017

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REACHING ACROSS GENERATIONS ... BUT ARE WE TRULY SO DIFFERENT?*By: Debra Rodenbaugh-Schaub*

It was a pleasure to facilitate and participate in a session at CrossRoads RI Institute last fall which addressed best practices in reaching out to high school youth/young adults regarding the importance of mentoring, leadership and the value which comes with community involvement. I am so grateful for the KACE scholarship which made this learning experience possible. Thank you!!

Across the board, the youth/young adults in a learning/mentoring situation want very much to be included in the process, whatever and wherever the project. It's a fact that personal identities, personal passions and personal interests must be a good match-up when working on any project with mentees/volunteers. The interview process in this match-up is crucial and not one to be rushed through or taken lightly. A good match will reap great benefits for all parties, as there is a great sense of loyalty once the relationship is solid. It makes a great deal of sense to listen closely to the very candid thoughts and views generally shared by our youth/young adults. It is important in terms of growth, development and engagement that they feel they are "working with" -- not "working for" -- the leadership of a project or effort. There is great investment of self and identity from our youth and their finding the right balance between individualism and loyalty is paramount. The great investment in the "match-up" reaps great returns on many fronts for all concerned. The future is bright as we match youth/young adults in areas of mentoring, leadership and community involvement -- it is the match-up which makes the difference. A common thread in life for all of us -- right? Hmm... we're not really so different...

In discussions regarding those born 1981 to 1998 -- there have been so many enhancements to their lives which have oftentimes been provided for free. For this reason, there will not be great interest in paying dues or other expenses which are deemed non-integral to accomplishing the goal. Time must be given in getting to know our prospective new volunteers, new leaders, and they (not others!) will define the ways in which they will be involved. It is better for all concerned to connect interests with roles/tasks. This is not rocket science. The end result will be much more on target and all will be happier in the long term. It is important to also keep in mind, with such broad use of social media, this group does not hesitate to recommend (nor non-recommend!) to others, based upon their own experiences -- ie, referring specific companies for purchases or services, referring involvement in certain civic groups or projects, etc. The relationships we build, with the investment of time and effort, will have the potential to gush success ... or not. Make no mistake, there is a correlation there! An interesting fact to note is we had 6.4 billion connected devices as of year-end 2016 -- that's a whopping 30% increase over 2015. These numbers will only increase. The social media referrals are made not only with shades of personal gain and recognition in mind (workplace related situations come to mind), but also a sense of fulfillment and loyalty. Social media is here to stay, so better get on board if you're not there already!

The key issues to keep in mind for our young adults, some noted here would be especially true in the workplace -- they will look for help/support when needed, seek out situations which offer incentives, positions with flexibility, and will want to be trusted to do as assigned without a great deal of oversight. It was interesting to note when asked what the top three considerations are when entering the workforce, the replies were: 1) advancement opportunities; 2) better pay; and 3) challenging work. These are very similar to my own thoughts and goals through the years... same wants ... mentoring should come easily! We're actually a lot alike ...

Across all generations -- what do we want and look for in those who are in mentoring roles? People -- of ALL ages -- want the same things: open and honest communication, someone who treats them with respect, someone who sets a good example, someone who shows interest in the person and personal life of team members, someone who recognizes contributions made by team members. Does all of this sound familiar, reflective of your own views and approaches? In the end, I think we are much more alike than we are different. There are learning curves, of course. There are varying levels of experience accrued from uphill and downhill paths of life. Don't we all want to spend time, work side by side with leaders and team members who are persons of integrity and sincerity. So are generations really all that different? I think we all want the same things in actuality. So rather than categorizing people as this generation or that generation, I believe it's more about treating others the way you would want to be treated. Ah yes, that's it -- the golden rule! Defined as: "The Golden Rule" or law of reciprocity is the principle of treating others as one would wish to be treated oneself. It is a maxim of altruism seen in many human religions and human cultures." The rule that never goes out of style. The bottom line, from generation to generation, we're really not so different. Sometimes it's portrayed that there is great contention between generations ... but I think that's more about the "being cool" factor. Deep down, we're so very much alike.



KACE

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Newsletter | Spring 2017

KACE Summer Drive In Conference--Save the Date!

8/3/17



KACE SUMMER DRIVE IN CONFERENCE

TOGETHER WE LEAD

#KACETaketheLEAD2017

<https://dqpantox.com>

Annual KACE Conference--Save the Date!

S A V E T H E D A T E

12*06*17

K A C E A N N U A L C O N F E R E N C E

KACE Member Spotlights

Brandi Wriedt, Truman State University

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.



KACE

Kansas Association of Colleges and Employers

Newsletter | Spring 2017

Linking Kansas Employers and Higher Education Career Services Personnel

KACE Award Winners

Rhiannon Racy, The University of Kansas

The following awards were presented at the annual KACE Conference in December 2016. Congratulations to all award recipients!

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

In recognition of a career services director who made an outstanding contribution to KACE during a specific year.

David Gaston, University of Kansas

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

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

Gary Handy, Washburn University

=== Chairperson of the Year Award ===

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

Erin Wolfram, University of Kansas

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

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

Celeste Gruhin, UPS

=== Rookie of the Year Award ===

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

Rhiannon Racy, University of Kansas

=== Technology Award ===

In recognition of outstanding contributions to KACE or to their profession through the development of innovative programs and services. Contributions for this award are not limited to KACE, but can also be to either the Career Services or Human Resources professions.

Brandi Wriedt, Truman State University

=== Outstanding Committee Member Award ===

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

Dana Nordyke, Kansas State University

=== 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. Contributions for this award are not limited to KACE, but can also be to either the Career Services or Human Resources professions.

Ashley Kruger, University of Kansas

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Newsletter | Spring 2017

Linking Kansas Employers and Higher Education Career Services Personnel

Jayhawks on the Job--A Successful Partnership Between Career Services and Recruiting Partners

Cheryl Webb & Alicia Green

University of Kansas, Business Career Services

Jayhawks on the Job is a partnership between KU Business Career Services and recruiting partners in the Lawrence, Topeka, and Kansas City area. Targeting younger undergraduate Business students, it allows students exploring different majors and industries to "shadow" a business professional or attend a "company visit" during the course of a workday. We strive to provide an opportunity for students to learn more about themselves and refine their career goals, network with business professionals and an opportunity for the business community to interact with KU Business students. When possible, we try to match students with KU Business Alumni, strengthening alumni connections as well.

On the student application form, students indicate their field or fields of interest (e.g. marketing, human resources, tax, investments, information systems, etc.). We ask students to rank each of the host options by interest level on a scale of 1-4 with 1 being "Extremely Interested" and 4 being "Not Interested." We make every effort to assign students to a host who aligns with their specific preferences. We encourage students to be open to a range of host options. Once a student is matched with a Host/Organization, they are contacted by the Business Career Services office and expected to attend a mandatory match meeting and must sign a Participation Agreement form. The match meeting is offered at four various days and times so that each student can attend. During this meeting, expectations and requirements are presented to the students in a workshop. Topics discussed include deadlines of when they should reach out to their host, what they might expect from their shadow day, preparation for their visit, attire, do's and don'ts, follow up expectations, and a mandatory resume review by a Business Career Advisor.

With ongoing communication between Business Career Services and the hosts and students through the months of March and April, we send a follow-up survey to both parties to indicate how the program worked for them. We find these survey's to be very helpful in planning for future program years. Jayhawks on the Job has been a very successful event for students, employers and KU Business Career Services!

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 Brandi Wriedt (bkeller@truman.edu).