

**In This Issue:**

- *2011 KACE Annual Conference Info*
- *Summary: 2011 Internship Summit*
- *ROZ Program Overview*
- *Internship Profile: Coro Kansas City*

Linking Kansas Employers and Higher Education Career Services Personnel

President's Corner: A Time of Reflection*Jessica Ohman**Butler Community College*

By the time you read this newsletter we will have recognized the 10th anniversary of September 11, 2001. We probably all remember where we were the when we first learned of the attacks on our country and were struggling to understand why. I remember I had recently started at Wichita Area Technical College and was taking a professional development session on MS Outlook. No matter what we were doing it is safe to say that our lives were forever changed. While this is a time of reflection, we can also take this time to look forward on how we can impact the lives of others for the better – the lives of the recent graduates, those entering college for the first time who might be struggling to find their way, or those who might be returning to college to make a better life for their families. I find comfort in knowing that we are helping individuals reach their career goals.

Many KACE members have contributed much time and energy to help graduates reach their goals and to make KACE one of the best professional organizations for career services personnel and employers. As president of KACE, I have the privilege of sharing with you some of the highlights of their work.

Summer Workshop

We had a fantastic turnout for the professional drive-in workshop held this summer. Michael True, Director of the Internship Center at Messiah College in Grantham, PA, spoke to us via Google Chat about starting and maintaining an internship program. **Karen Simpkins, J.D.**, Interim Associate Vice President for Human Resources at Eastern Michigan University presented on topics regarding higher education legal issues and employment-related concerns, including internships. Kudos to Melissa Johnson and the Special Projects committee members for a great workshop.

Annual Conference

The Annual Conference Planning Committee, through the leadership of Susan Wade, is finalizing the details on their program, "KACE: Jazzed about the Future" – scheduled for November 30-December 2 at Johnson County Community College. Conference registration is now open; please make arrangements to attend this worthwhile event!

Board and Committee Chair Retreat

On October 14 the KACE Board and committee chairs will meet at KU to take a "temperature check" of the organization – are there things we want to implement, change or not? This will be an opportunity to discuss our ideas. Recommendations generated from the retreat will be shared (and if necessary, voted on) during the lunch meeting at the annual conference.

As my KACE presidency draws to a close, I want to take this opportunity to thank the members of KACE for allowing me to serve in this capacity. Thank you to each of you who helped me navigate the waters of KACE. I look forward to seeing you at the annual conference on November 30!



2011 KACE Conference: Jazzed About the Future

Susan Wade, Baker University



20 Reasons to Attend the Upcoming KACE Conference:

- J**CCC hosts the KACE 2011 annual conference (great facilities and location!)
- A**ccommodations by Hawthorn Suites by Windham, Overland Park
- Z**energetic - "Zen-like energy" - reenergizing & refreshing professional development
- Z**eroing in on best practices in recruiting and careers
- E**ight Strategies to Jazz Up Your Network by Linda Steele of DynamicBRIDGES
- D**elicious food - morning, noon and night

- A**fternoon Educator's Tour of National WWI Museum
- B**reak out session: Student Immigration and Employment Legal Issues with Judy Bordeau
- O**pportunities to connect with new colleagues and old friends
- U**n-Conference: Come experience this new approach to break-out sessions
- T**alented entertainment: Dinner and show at New Theater

- T**argeted programming to address current topics
- H**onoring winners of 2011 KACE Awards
- E**conomic Outlook Update by Jon Willis from the Federal Reserve Bank of Kansas City

- F**uture opportunities for Ex-Offenders: The Challenging Candidate with David Milford, Jim Chastain & Kathy Harris
- U**ncorking a New Career at Mid-Life: Jazzed about Wine Education with Frank & Maria Bramwell
- T**echnology and All That Jazz: with Grace Kutney, Sweet Careers Consulting
- U**niversity President: Dr. Eichner, Ottawa University, speaks on Strategizing Education to Inspire Students to Leadership
- R**eception for new members
- E**xciting experiences await! Register today at www.kaceweb.org

2011 KACE Conference Overview

When: Nov. 30 - Dec. 2, 2011
Where: Johnson County Community College, Overland Park
Conference Cost: Colleges \$150, Employers \$165
Register & Pay Online:
http://www.kaceweb.org/?p=events_conference_info
General KACE Information: www.kaceweb.org
Payment/Registration Questions: Contact Ann Harley at the KU Career Center at ahartley@ku.edu or by phone at (785) 864-7674
Hotel Accommodations:
 Hawthorn Suites by Windham (formerly Holtze Executive Village)
 11400 College Boulevard, Overland Park, KS 66210
 Hotel front desk: (913) 344-8100
 Book by phone: 913-344-8350
 Toll free: 888-446-5893
Rooms are \$59 a night and you will need to mention you are with the KACE conference when booking to receive this rate. Rooms must be booked by November 18, 2011 to secure the conference rate.

KACE Award Nominations

Nominations are now being accepted for the annual KACE awards!

Nominating a colleague is simple - and a great way to say thank you for their hard work!

To view the descriptions of the awards given, visit:
http://kaceweb.org/index.cfm?p=members_awards

To complete an online nomination form:
http://www.kaceweb.org/index.cfm?p=editor_nomination_form



2011-2012 KACE Leadership

Officers:

President

Jessica Ohman, Butler Comm. College

President-Elect

Susan Wade, Baker University

Past President & Historian

Wendy Shoemaker, The Univ. of Kansas

Secretary

Anne Belote, Rockhurst University

Treasurer

Ann Hartley, The University of Kansas

Employer Relations Representative

Raedawn Johnson, Garmin International

College Relations Representative

LaToya Farris, Kansas State University

Technology Chair

Patty Soucy, The University of Kansas

Committee Chair People:

Awards & Recognitions

Stacey Stokes, NW Missouri State Univ.

By-Laws and Constitution Committee

James Barraclough, Washburn University

Conference Planning Committee (2011)

Susan Wade, Baker University

Experiential Education

Beth Medley, University of Missouri—KC

Membership

Jan Mead, Wichita State University

Nominations

Jolene Phillips, The University of Kansas

Public Information

Kelly Burns, Baker University

2012 KACE Conference Site Selection

LeAnn Cunningham, JCCC

Special Projects

Melissa Johnson, The Univ. of Kansas

“Do what you can,
with what you have,
where you are.”

- Theodore Roosevelt

**2011 KACE Conference
Planning Committee**

Thank you for your hard work planning an exciting and relevant conference!

Susan Wade, Chair, *Baker University*

Marlys Arnold, *Image@Work*

Kelly Burns, *Baker University*

June Coleman-Hull, *Emporia State University*

LeAnn Cunningham, *Johnson Co. Comm. College*

Becky Gilmore, *Benedictine College*

Ann Hartley, *The University of Kansas*

David Hogard, *Pittsburg State University*

Raedawn Johnson, *Garmin International*

Wendy Shoemaker, *The University of Kansas*

Stacey Stokes, *NW Missouri State University*

Susan Webb, *Ottawa University*

KACE Sponsorship Opportunities

Interested in becoming a sponsor for part of a KACE event? Please contact June Coleman-Hull at (620) 341-5407 or jcoleman@emporia.edu.



2011 KACE Conference Keynote Speakers

Jon Willis, *Federal Reserve Bank of KC*



A native of Iowa, Jon received a B.A. in economics from Grinnell College in 1993 and a Ph.D. in economics from Boston University in 2001. In addition to his work at the Bank, Mr. Willis has served as a visiting assistant professor at the University of Texas at Austin.

Frank & Maria Bramwell, *Uncorked & Decanted Wine Events*

Frank and Maria Bramwell are Certified Wine Professionals, accredited through the Professional Wine Studies Department of the Culinary Institute of America in Napa Valley, California. They started Uncorked & Decanted Wine Events in 2009. Frank, a graduate of the University of California at Davis, spent 30 years in banking in Kansas City and Tulsa. Maria is from the Kansas City area. Her background is in journalism, and she is a graduate of Kansas State University.



Linda Steele, *DynamicBRIDGES*



Speaker, trainer and coach, Linda Steele earned Bachelor's degree in psychology from the University of Missouri-St. Louis. Linda shares the secrets of behavior, motivation, interpersonal communications and relationships with people who want to be more objective, responsive and effective in communications in order to advance professionally and personally.

Grace Kutney, *Sweet Careers*

Grace is a career development professional with over 13 years of experience providing career advice to college students and recent graduates. She has also combined her passion for career counseling with her technical acumen to manage a career library, create and maintain multiple websites, and engage clients using social media. In 2007, Grace launched Sweet Careers Consulting, a web-based career consulting service that utilizes social media to achieve its goals. Her innovative use of technology to provide free resume and cover letter reviews to new professionals has helped Sweet Careers earn a strong reputation as a trusted resource.



Dr. Kevin Eichner, *President, Ottawa University*



Prior to leading Ottawa University, Kevin Eichner served as president, CEO and vice chairman of Enterprise Financial Services Corporation. Before his work at Enterprise, Eichner served as executive VP and then CEO of General American/MetLife and also founded a successful consulting company, Collaborative Strategies, Inc. Eichner is a graduate of Ottawa University with a BA in Social Change. He went on to earn an MBA from the Harvard Business School with concentrations in Marketing and Organization Development.



Summer 2011 Internship Summit a Success!

Melissa Johnson

The University of Kansas



It was great to see so many new and familiar faces at the 2011 KACE Professional Summer Workshop on July 28 at the University of Kansas in Lawrence, KS. We had a record turnout of over 80 participants at this year's event! Michael True, Director of the Internship Center at Messiah College in Grantham, Pennsylvania, started off the day with a history of internships, their benefits and the necessary ingredients for a quality internship experience. After lunch, Karen

Simpkins, J.D., Administrator Emeritus at Eastern Michigan University, led an engaging discussion on the legal issues affecting internships and cooperative education programs. Next, a panel of five interns shared their personal experiences and insights about internships from the student perspective. We ended the day with a behind-the-scenes tour of Allen Fieldhouse and even got to meet the Morris Twins! The materials from the summer workshop are currently available on the KACE Experiential Education Wiki, accessible through the KACE website under the "Members" tab. Thank you to everyone who took time out of your day to participate and for making this year's event such a success!



Renewing Rural Kansas (ROZ Program Overview)

Pat George

Kansas Commerce Secretary

As Kansas celebrates its 150th year of statehood, we should take time to reflect on the proud history of our state and the many struggles Kansans have overcome to shape the land we call home. Our current economic situation is one such struggle. The Great Recession has hit Kansas hard. More than 100,000 residents are out of work, and the state continues to experience budgetary challenges.

That's why the Brownback Administration's top priority is growing the state's economy. Attracting capital, investment and people to the state is vital to ending the recession, especially in those parts of Kansas that are experiencing severe population declines. The 2010 Census found almost half of the state's 105 counties experienced double-digit percentage population losses in the past 10 years.

Rural Opportunity Zones (ROZs) were created to fight this trend. The new law designates 50 counties in Kansas as ROZs and provides two incentives: an exemption from state income tax for five years for individuals who relocate to those counties from out of state, and a state-matching program with counties to repay student loans up to \$15,000 for qualifying individuals who move into a ROZs county.

This program offers opportunity to people willing to live and work in rural Kansas. For example:

- Unemployed residents of Colorado, Nebraska and Oklahoma can cross the state line into any of the 20 ROZs counties along the Kansas border to take advantage of the job creation that ROZs will bring.
- Recent college graduates who want to move home to a ROZs county may find it difficult to do so because of lower paying jobs. ROZs makes it more affordable through student loan repayment for qualified teachers, lawyers, veterinarians, doctors and farmers to move to a participating county.

I am encouraged by the initial response to the program. There have been 77 applicants to the student loan repayment program, so far. The applicants have varied backgrounds in education, health care (including nurses, doctors and chiropractors), engineering and veterinary medicine. Some intend to start businesses. Almost 20 percent of the applicants are from out of state.

To learn more about ROZs or to apply to the student loan repayment program, visit www.KansasCommerce.com/RuralOpportunityZones.



Special Announcements

David George Blackman was born January 31st to Carrie (DeVry University) & Josh Blackman. Congrats, Carrie & Josh!



The following staff have taken on new roles or have newly joined Career and Employment Services at Kansas State University this fall:

- **Brian Neighbors**
Assistant Director, College of Engineering
- **Dana Nordyke**
Assistant Director, College of AP Design & Human Ecology
- **Leah Adeniji**
Career Development Coordinator
- **Allie Teagarden**
Employer Relations Coordinator
- **Anthony Ybarra**
Employer Relations Coordinator

Erin Wolfram, Assistant Director with the University Career Center at KU and also the Advisor of Delta Epsilon Iota, an academic honor society and career centered student organization, was recently awarded Outstanding Chapter Advisor and will be featured in an upcoming newsletter article.

Internship Profile: Coro Kansas City

*Anne Belote (Rockhurst University)
KACE Experiential Education Committee*

The Experiential Education Committee works to keep KACE members informed about issues surrounding internships. Internship information can be viewed and shared on the **Experiential Education Wiki** on the KACE website, currently located under the “Members” tab.

In the spirit of sharing information, the committee will highlight a local internship in each KACE newsletter. Coro Kansas City is a ten-week public affairs internship program that aims to develop future community leaders for Kansas City. Each summer a class of 12 Coro interns works both together and individually throughout the city. Coro is a great internship for almost any student due to the variety of experiences provided. Individual placements in the Business, Government, Labor, Media, and Nonprofit sectors are combined with a leadership curriculum delivered by program directors Don Wise and Kay Barnes. The interns earn academic credit for the experience through Park University, with Coro Kansas City paying tuition for the credits and providing a stipend for the interns.

Coro is a selective program. Students apply in the fall, and 24 are chosen to participate in a rigorous interview process in January. 12 of those students are selected for the program. All applicants are welcome, but preference is given to students who are from Kansas City or nearby areas.

The Coro class of 2011 included students from several KACE member schools: Kansas State University, Missouri Southern State University, UMKC, and William Jewell. The summer began with a logic study of the Crossroads neighborhood that allowed the interns to learn about urban development. The internship continued with individual placements and group projects training the interns to think critically about how a city works. The interns also organized a service project with Operation Breakthrough, helping the children create artworks that were sold at First Friday to benefit the organization. Coro is an enriching and memorable experience for the interns that allows them to build strong relationships with professionals throughout Kansas City. At the Coro graduation one intern called Coro “the summer of a lifetime.”

If you are a career services KACE member, please encourage students to apply for this fantastic internship. Applications for Coro require two essays, transcripts and three letters of reference. The application material can be downloaded at www.coro.org/kansascity. Applications are due in November.

As a KACE employer member, you may be interested in hosting a Coro intern for part of the summer. If you would like more information on getting involved with Coro as an employer, contact me at anne.belote@rockhurst.edu.

Save the Date!

After 40 years with UMKC, Annette Haynes will be retiring this Fall 2011. Please “Save the Date” for her Retirement Celebration on November 18, from 3:00pm to 5:00pm at the University of Missouri-Kansas City campus.

More information about the event will follow!

UMKC Career Services Team





Adult Learners - Who Are They and What Do They Want?

Summarized from a presentation by Niki Perkins, Baker College (MwACE Conference, Aug. 2011)

Between January and May 2010, Baker College (Flint, MI) and the Collegiate Employment Research Institute at Michigan State University conducted a survey focused on the question: **Adult Learners – Who Are They and What Do They Want?**

The survey collected nearly 12,000 responses from 11 colleges and universities that serve non-traditional adults.

Although not the only subgroup represented in the survey, **the following statistics focus on those respondents who had completed a high school diploma (including GED and “Right to Try”)** at the time they enrolled in their current educational program.

WHO ARE THEY?

- Average age = 36
- 78% female
- Majority were Caucasian
- 44% married
- 45% financially independent

WHY ARE THEY ATTENDING COLLEGE?

- To achieve personal fulfillment (57%)
- Seek a career change (45%)
- To serve as a role model to children (39%)
- Need training to secure employment (22%)
- Need degree for advancement with current employer (11%)

OTHER TRENDS THAT EMERGED IN THE DATA:

- This group may not have as “solid” career plans as other adult learners with higher degrees. In addition, only 17% reported confidence in believing their career goals will become reality.
- Their work history showed a tendency to “job hop” (73% had worked for 1-5 companies, 75% had held 1-6 jobs).
- This group reported higher work-life identity than others surveyed, placing importance on work as defining who they are.
- Respondents in this group were most interested in working for small to medium sized employers.
- The most important workplace characteristics these respondents were seeking involved their treatment as employees by management (versus high salary and benefits). They want to be respected for what they bring to the company, support and confidence from management and peers, and the ability to gain new skills through their work.

Overall, adult learners with a high school diploma (including GED and “Right to Try”) are returning to college for **personal** reasons and to find a **career** (versus a job).

Career services professionals should keep in mind that this group will likely need more assistance in developing clear career plans (compared to other adult learners with higher degrees).

Employers should consider these adult learners as ideal candidates for internships and employment. Their deep dedication and commitment to their education and personal development can be transferred into high quality employees with a company who values and respects them professionally.

For a full report on the Adult Learners Survey, please contact Niki Perkins, Director of Career Services at Baker College (niki.perkins@baker.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 any ideas or contributions for the newsletter with Kelly Burns (Kelly.burns@bakeru.edu).

