

KACE

KANSAS ASSOCIATION OF COLLEGES AND EMPLOYERS

March 2008

Editor: Gina Frigault

The President's Corner

KACE's President, **Jen Mehnert**, of Garmin International, took office at our November 2007 conference. As an association we are fortunate to have such an energetic and committed President.



What are her thoughts about this volunteer commitment? And what does she hope for KACE for the coming year? Here's what Jenn had to say....

How does it feel to be president after spending a full year as President-Elect and Chair of the last Conference? Being President seems to be a little bit less fast paced than it was when planning for the Conference. It seems like there was so much to do last year that some of the items we're dealing with as the Board during my term as President don't seem to be as time sensitive. Still, though I do want to make sure that we have an impact this year.

What are your goals for KACE this year? Is there one major project, task, or issue you would like us to focus on?

One of my main goals is to increase membership among employers. Since joining KACE in 2002, employer membership has seemed to be an area where we've always looked to expand. In my role at Garmin, I have more access to employers and I've already had several conversations with potential employers, explaining the benefits of membership in KACE and encouraging them to consider joining. I think asking employers to be a part of the conference through panel discussions and/or speaking engagements is a great way to encourage their participation. I have also been in contact with all of the members who signed up for committees, have secured chairs for most of the committees and have encouraged them to meet and follow up on their duties according to the bylaws. As a board, we have also reviewed the bylaws, the board has made some suggestions for changes, and our By-Laws committee chairperson is in the process of putting together some proposed changes for our membership to review and vote on at the annual conference. We believe that these changes, mostly regarding committees, will be more in line with how things are running and will put us in compliance with the By-Laws. I think this is important, as any organization would want, we want to make sure that we're following our own rules.

What do you see as the challenges KACE faces?

I think one of the main challenges we face is bringing new members into the organization. I think that this growth is critical to the success of the organization, as new members bring new ideas to help us achieve and enhance the goals of the organization. As an employer, I think it is truly important to have a balance of career services professionals and employers, so that we may all learn as much as possible from each other. I think that there are many organizations out there that both career services and employers can participate in. Finding ways to stand out so that potential new members will embrace and join our organization is always a challenge. I also think that by encouraging our organization's committees to be more active is a great way to achieve this goal. That is why I've really tried to focus on making sure that the committees are meeting and working to achieve the goals that they've set for themselves. In particular, the membership committee and the public relations committee are critical to help get the word out about KACE. I think this newsletter is a great way to get the word out about KACE.

What do you find most challenging in serving in a key position in KACE while also working full time for Garmin?

It is definitely a challenge but I feel that I made a commitment to serve in this role and that I must balance work and KACE activities to live up to that commitment. I made the decision to help lead the organization because I think KACE offers a lot of value to Garmin and other employers and I think my position gives me an opportunity to share those reasons with others. I also have the ability to encourage others within Garmin to help out and several of my teammates have stepped up and are helping out with committee work, which is a great way to help me achieve the objectives of the organization as well. As I mentioned earlier, I think last year probably required more time so this year doesn't seem to require as much effort because Jolene is in that role and has taken over planning for the 2008 conference, which is a really big job!

What do you find most challenging in serving in a key position in KACE while also working full time for Garmin? It is definitely a challenge but I feel that I made a commitment to serve in this role and that I must balance work and KACE activities to live up to that commitment. I made the decision to help lead the organization because I think KACE offers a lot of value to Garmin and other employers and I think my position gives me an opportunity to share those reasons with others. I also have the ability to encourage others within Garmin to help out and several of my teammates have stepped up and are helping out with committee work, which is a great way to help me achieve the objectives of the organization as well. As I mentioned earlier, I think last year probably required more time so this year doesn't seem to require as much effort because Jolene is in that role and has taken over planning for the 2008 conference, which is a really big job!

How do you manage your time to be able to juggle the two?

I work a lot, which is ok because I love what I do. If I need to come in on a weekend or work an extra hour or two on the weekend to plan for a Board Meeting or follow up with a committee, that is ok. It all goes to helping make an impact for the organization's objectives and goals. I also use my blackberry and MS Outlook to ensure that I've scheduled time to do everything that I need to do, both for KACE and for Garmin. I am very lucky that my family is supportive.

What would you like to pass on to the President Elect?

I think that most important thing that we can focus on is membership. Without membership, the organization can't move forward so I would hope that the President Elect would continue to focus on that.

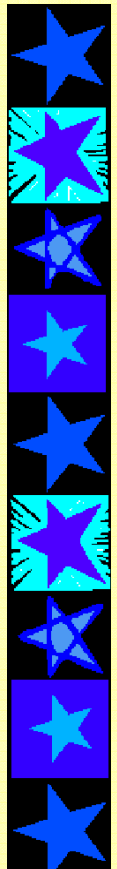
KACE 2007-2008 Leadership

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.	Laura Lindsey	Enterprise Rent-A-Car
College Relations Rep.	Kent McAnally	Washburn University

COMMITTEE CHAIRPEOPLE

- Awards & Recognition: B.B. Stotts
- By-Laws and Constitution Committee: Kent McAnally
- 2008 Conference Planning Committee: Jolene Phillips
- Experiential Education: **Open and looking for volunteers!**
- Membership: Sandi Dale
- Nominations: Jill Pletcher
- Public Information: Gina Frigault
- 2009 Site Selection: Susan Wade
- 2010 Site Selection: Jill Pletcher
- Technology: Wendy Shoemaker
- Special Projects: **Open and looking for volunteers!**



KACE Members Honored

At our November 2007 KACE conference held at the Marriott in Overland Park, KS, members were honored for their contributions to KACE in 2006-2007. Many thanks and **CONGRATULATIONS** to the following members who gave so much to KACE over the past year(s) as role models, super volunteers, and members who contributed so much of their time to KACE and its goals.

Technology Award:	Jenny Kimbrell
Employer Member of the Year:	Jennifer Mehnert
Career Services Member of the Year:	Dave Hogard
Rookie of the Year:	Laura Obrycki
Chairperson of the Year:	June Coleman-Hull
Brad Barackman Bridge Award:	Linda Garlinger
Larry Hannah Career Services Director Award:	Dan Rice



Heart of America Employer Fair

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

The fair will be held on **Wednesday, April 2 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 and graduates.

For more information or to view a list of participating organizations, **visit www.career.umkc.edu**



University of Missouri-Kansas City Career Services Center Welcomes New Staff Members

The UMKC Career Services Center would like to announce the new additions to their team. In Spring 2007, Dustin Williams joined the staff as a full-time Career Coordinator; he had worked as an Administrative Intern prior to that time. Dustin has a dual undergraduate degree in Psychology/Sociology and a Master's degree in Counseling from the University of Missouri-Kansas City.

Also, Beth Medley, Associate Director, joined the UMKC Career Services Center team in Fall 2007. Previously, Beth was the Associate Director of the Career Services and Cooperative Education office at the University of Evansville in Indiana. Beth has a Master's degree in Educational Leadership and Policy Analysis and a Bachelor's degree in Communication from the University of Missouri-Columbia. Both are excited to become part of KACE and look forward to getting to know you through involvement in the organization.

New Deciding Students Living Learning Community at UMKC

The number of University of Missouri-Kansas City students living on-campus continues to increase as new residence halls are being built to meet demand. In fact, a new suite style residence hall, Oak Place Apartments, will be opening Fall 2008. With all of the activity and growth taking place, the Career Services Center has partnered with Residential Life to create a Deciding Students Living Learning Community.

The Living Learning Community will be available for students to join for the Fall 2008 semester. As part of this community, students will enroll in a 3 credit hour first-year student experience course with a focus on major and career exploration. The course will be co-instructed by the Career Services Center and Residential Life staff members. As the planning and implementation of this program progresses, the Career Services Center is eager to hear from our colleagues about their successes and setbacks with similar initiatives. If you have a similar program in place at your college or university, please let us know if we may contact you. After the first year of the program, we will be eager to share our experiences with KACE.

Working with the mMillennial generation

Submitted by Dustin Williams - UMKC

Whether you are preparing a millennial for a job search or dealing with a new hire there are several things to keep in mind when interacting with this new generation of workers.

- **Point out a mistake, no matter how simple, outside of a group setting.** Many millennials have never been told that they have been “wrong” or made a mistake before, so any *perceived* criticism can strike them to the core. Pull them into a private setting before discussing any issue with their performance.
- **Sandwich feedback.** Because millennials are so sensitive to any perceived criticism, be careful how you frame feedback or suggestions. Dale Carnegie suggests the “sandwich method” for criticism: A positive statement, the criticism, then finish up with another positive statement.
- **Challenge them.** Millennials find drudgery boring and crave a challenge. Make sure you give them enough to keep them busy with tasks that are ever-changing.
- **Give them responsibility.** Millennials crave responsibility; they want to feel that they are working toward or on something important.
- **Talk to the millennials about your expectations.** Many really don’t have a clue about what you expect from them, you have to make your needs clear before you expect them to follow them.
- **Be flexible.** The millennials’ work/life orientation is truly enviable, but it’s not the same as any of the previous generations. Make sure you make room for their private life to happen.
- **Make it fun.** The millennials work hard *and* play hard, they need a reason to love their job. Make sure you allocate enough time for them to enjoy themselves, or make a task fun from them.

The millennial have a strong work ethic, they just need to be approached in a different way at times. Who wouldn’t want to have fun at work? Who wouldn’t like to make sure they catch that Yoga class every Tuesday? The millennial generation or workers is a hot commodity right now, they can afford to be choosy about where they work and if you can’t meet their needs they’re more than willing, and usually able, to find someone who can.

How our Members Benefit from KACE

I’ve been a member for one year. Through KACE I “network with colleagues and find out about current issues and hot topics around the state.”

A member for over 10 years shares “We find KACE to be a great resource for networking with employers in the area as well as with other Career Services professionals. We learn a lot from the information KACE provides and especially appreciate the opportunity to discuss new ideas and best practices with our colleagues at other colleges and universities.”

“JCCC is happy to be a member of KACE. We appreciate the opportunity to network with colleagues and peers in other Higher Ed institutions. We also find the relationships that are formed with employers to be especially valuable in providing up to date information for the field of career services. Panel presentations by HR recruiters are a highlight as well as tours of various companies.”

“I have been a member of KACE for 12 years. I belong to the organization because of the networking opportunities and professional development activities that are offered through KACE. I appreciate the expertise of my colleagues in the organization and rely on their advice and help quite often. It’s like having a great pool of advisors right at my fingertips!”

“I think I hit 10 years this year. I have enjoyed the networking opportunities and the affiliations I’ve made with other career services professionals. I’ve also made some really good friendships. The conferences are always great and I’ve made some wonderful business contacts, as well.”

“I’ve been a member of KACE for at least 16 years and have found the group to be welcoming of new members. The conference provides a great environment for networking with career services colleagues and employers. KACE offers lots of opportunities for meaningful involvement in the organization to help it grow and prosper.”

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 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.



Gearing Up for KACE's November 2008 Conference

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

The conference itself will be held November 5 through 7, 2008 at the Topeka Capitol Plaza in Topeka, KS. The clever theme is "**Capitolize on Careers.**"

Joining Jolene on the committee are:

Name	Organization
Shirley Wing	KU
Jeanette Downs-Pettitt	MidAmerica Nazarene University
Susan Wade	Baker University
Jenny Donovan	Garmin International
B.B. Stotts	Pittsburg State University
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 will be doing between now and November!

Summer 2008 Career Services Leadership Institute

The 2nd Annual Career Services Leadership Institute will be held from June 16-19, 2008 at Franklin College in Franklin, Indiana. During the conference, attendees will discuss topics such as strategic planning, best practices, legal issues, etc. This institute is perfect for seasoned professionals looking for new ideas, new professionals seeking tools and techniques and all career professionals seeking the expertise of their peers.

For more information about the event and how to register, please go to: http://cdpi.org/08_institutebrochure.pdf
Please feel free to contact Beth Medley, UMKC Career Services Center, at 816-235-1225 or medley@umkc.edu if you have any questions.

The institute is co-sponsored by the Midwest Association of Colleges and Employers and the Career Development Professionals of Indiana.

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 you are needing to fill, or share a "best practice" with fellow KACE members.

The next newsletter should be posted to the web site around the end of September 2008.

There's plenty of time to come up with thoughts, and to submit an article, book review, or quote!
Please e-mail information to gina.frigault@avila.edu.

THANKS