

SPRING 2020

KACE Newsletter

Kansas Association of Colleges and Employers

KACE President's Welcome

Ashley Kruger

Hello KACE colleagues—Welcome to the spring 2020 KACE newsletter! I don't think any of us imagined our spring going the way it has—in light of COVID-19, many of us are shifting our programs and processes to a completely virtual format while also working to support our staff, students, coworkers, and ourselves. I hope all of you are settling into this new normal and giving yourselves grace and compassion in the process.

Even though a lot is unknown, I will say this: spring has always been my favorite time of year—it's a time to refresh and re-connect with ourselves, the work we do, and the community around us, not to mention enjoy new bouts of sunshine and blue skies. And even in light of uncertain times, KACE is abundant with new opportunities and new energy, just like spring!

In a few short weeks, the KACE leadership team is going to be hosting a KACE Town Hall to provide updates and facilitate a hive mind to how we are all continuing our services in this new setting. Keep an eye out on your email for details!

This coming summer we will again be hosting our Summer Drive-In—virtually! This year's Summer Drive-In will be on Wednesday, July 22, 2020. There's even a theme: lessons learned--how has technology, work practices, mental health, and collaborations been impacted by COVID-19? Stay tuned for registration details and a big thanks to Andrew Kohls and Heather Gardner for leading the planning team.

Additionally, this December KACE will have their annual conference at the Hilton Garden Inn in Manhattan, KS—this annual meeting is a great way to explore new ideas and best practices and also tune in to local employers, campuses, and partners that you might not know about! We're really excited about getting down in the "Little Apple" on December 2-4, 2020!

Finally, I wanted to remind you that there is a vibrant KACE community out there to help you brainstorm your next recruiting event, get tips on career services best practices, post that new job or internship, or just learn about what makes KACE so special. I encourage you to explore the KACE website, post events on our website calendar, and join our KACE Facebook group (search for Kansas Association of Colleges and Employers). Our Technology team has really stepped up to make our online spaces a buzzing place to connect.

As your spring moves forward, I hope you can take the time to think about what you love about spring too!

Until next time—Ashley Kruger 2020 KACE President

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Upcoming Events

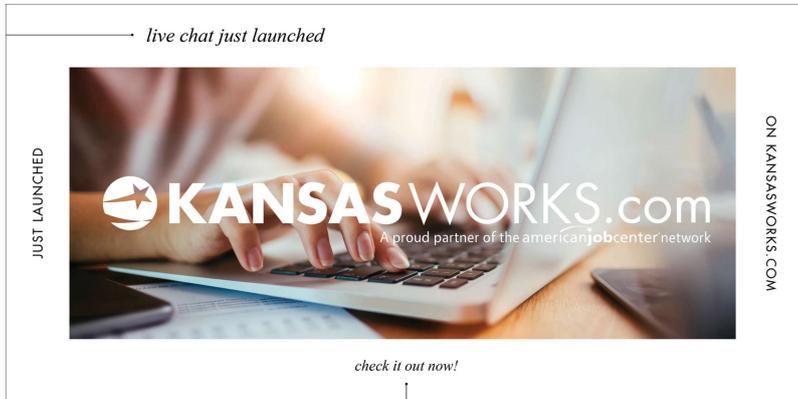
KACE Town Hall
TBD

Virtual Summer Drive In
July 22, 2020



AT A GLANCE

KANSASWORKS.com Launches Live Chat Feature



KANSASWORKS announced this week the addition of the live chat feature on KANSASWORKS.com. The new feature allows job seekers and employers to interact with and seek help from the program's qualified staff. The feature will offer assistance with a number of KANSASWORKS services, including help with uploading resumes, locating Workforce Center, creating job openings/job orders, helping to apply for jobs and more.



Charlotte, a Pomeranian/ Shitzu mix, owned by Heather Gardner with Chanute Manufacturing, celebrated her first birthday at work! Charlotte goes to work every day with Heather.

NEW ROLE:

Congratulations to **Pamela Hann**, who recently moved into a new role with the Kansas Department of Commerce. Pamela is now a recruiter!

PRESENTING:

President-Elect, **Mako Miller**, will be presenting at her first national conference this summer! Mako is presenting on "Improving Career Capital for Students of Color and First-Generation College Students" at the National Career Development Association (NCDA) conference in Minneapolis, MN June 30-July 2, 2020.

PROFESSIONAL DEVELOPMENT:

Here are [450 Ivy League courses](#) you can take online right now for free

NACE UPDATES:

Stay up-to-date with the [NACE Coronavirus Updates](#)

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

Leaders, During Times Like These 'You Must Do The Thing You Think You Cannot Do'

JANICE MARTURANO, CONTRIBUTOR ~ FORBES WEBSITE

Many years ago, I came across this quote from Eleanor Roosevelt and ever since it has been an integral part of my internal debates about what I can and cannot do. Eleanor pulled no punches. She clearly stated that we 'must' do the very thing that we have decided we cannot do. In my own life, when I have heeded her advice, the growth and discoveries have been more than worth the risk.

Our mind can be incredibly limiting in its thoughts. Even when inspirational ideas arise, they can be quickly smothered by the relentless stories we tell ourselves about potential failure or embarrassment or risk. We think we cannot so we do not try.

As our self-isolation continues, and we begin to truly live into our new normal, leadership will be tested. The old playbook no longer will have any relevance for most businesses, at least in the short term. And, for most businesses, they may be completely reshaped, whether they are prepared for it or not. So it is a time to think way outside the box and to notice when that doubting mind arises reflexively to say it cannot be done. At those times, we can pause and question the source of the doubts. What is the driver of that stream of thinking? What if we simply put aside the doubts for a while and work the problem a little longer? Can we find a new way if we are straight-forward like Eleanor and simply approach the possible solution to the challenge as simply something you must do?

If you would like another way to try this saying out in your life, start with a reflection about your own professional path. It, too, may be impacted in unforeseen ways by this virus. Take a few moments to reflect on your career and the possible next steps. Is there something that you think you cannot do? In the spaciousness of some quiet time at home this week, can you imagine what it would look like if you did it anyway? Disruption in your life and in your work has the potential to be the catalyst that lets you see your true capabilities.



"As our self-isolation continues, and we begin to truly live into our new normal, leadership will be tested."

KACE Award Winners

THE FOLLOWING AWARDS WERE PRESENTED AT THE ANNUAL KACE CONFERENCE IN DECEMBER 2019.

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

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

Karen McCullough, Fort Hays State University

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

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

Ryan Horsch, Emporia State University

=== Chairperson of the Year Award ===

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

Ashley Kruger, University of Kansas

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

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

Brenna Thompson, OMNI

=== Rookie of the Year Award ===

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

No Recipient

=== 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.

Mako Miller, Kauffman Scholars

=== Outstanding Committee Member Award ===

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

Mako Miller, Kauffman Foundation

Carol Gard, Johnson County Community College

=== 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.

Pamela Hann, Kansas Department of Commerce



*Congratulations to all
the award recipients!!*

Family Feature



Pat Hudgins, Associate Director of K-State's Career has a son that has earned some amazing awards and has some impressive stats! **Trevor Hudgins** is a star sophomore point guard for the No. 2-ranked **Northwest Missouri State Bearcats**. Hudgins ranks No. 2 in the nation in three-point field goal percentage (53.3%). He ranks first in the MIAA in assist-to-turnover ratio (3.29). Hudgins ranks No. 2 in the MIAA in free throw percentage (88.9%). He ranks No. 3 in the MIAA in scoring (18.7 ppg). His most recent accomplishment - putting together the first triple-double in Bearcat men's basketball history in an 83-57 victory over Fort Hays State University. Congratulations Pat and Trevor!

Check out this link to see more!

https://bearcatsports.com/roster.aspx?rp_id=6636

KSU uses **Career Leaders** as an assessment tool for Sophomores who enroll in their **Career Accelerator** class. This tool uses one's interests, motivators, and skills to help drive their career aspirations in order to give them a glimpse into what career would be a potential for them to pursue. As career coaches, they work with the students to go over this information to help align them with the possible jobs in the industry.

KSU encourages the students to look early into careers so they have a better grasp on what is out there, so they are strategic when looking for options once their majors have been declared. **Career Leader** requires a license to use through the school, and the neat thing is that they are a few weeks out from releasing their new, updated solution to give it a more modern and usable feel.

For questions, please reach out to Tip Bui at Kansas State University



Big Change at Washburn University



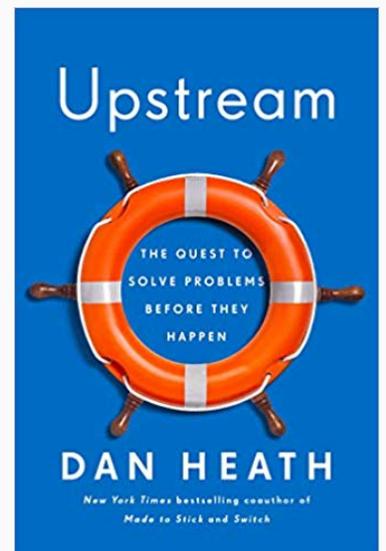
In July, **Washburn University Career Services** lost KACE past president and Career Services Specialist **Gary Handy**. While we were very sorry to lose Gary from Washburn after five years in Career Services, we congratulated him on becoming Director of Career Services at Baker University.

After an extensive national search with several excellent candidates, we were quite fortunate to welcome **Dana Nordyke**, another KACE past president, to the Career Services staff at Washburn. Dana was senior assistant director of career services at Kansas State University prior to joining Washburn. She holds bachelor's and master's degrees from K-State, and is currently completing her dissertation for the Doctor of Philosophy degree in Student Affairs in Higher Education, also from K-State. At Washburn, Dana coordinates programming and events for education and healthcare students. She recently completed certification as a Myers-Briggs Type Indicator practitioner and is a graduate of the NACE Management Leadership Institute. We are excited and proud to have Dana join the Ichabods!



What We're Reading

Meredith Wiggins is currently reading Dan Heath's new book **Upstream: The Quest to Solve Problems Before They Happen**, which explores how to shift from downstream (or reactive) to upstream (prevention-focused) thinking. "For example: if students aren't able to attend a program that interests them because I've scheduled it opposite a class they can't miss, rather than just crossing my fingers and hoping next time goes better, I can make sure I check class schedules when I'm setting program dates in the future. Long-term strategic thinking doesn't come naturally to me, so this book has been a good reminder to not get so caught up in urgent day-to-day matters (sending reminder emails! Brainstorming attendance incentives! Sending more reminder emails!) that I lose track of how taking the time to implement a different system could improve access and outcomes for students."



Benedictine College hosts first annual Career Services Summit

Benedictine College's Office of Alumni Relations and Career Services kicked off the Spring 2020 semester with its first annual Career Services Summit on Saturday, January 18, 2020. The goal of the event was to help bring the Raven Walk, the college's networking platform, to life.

The Raven Walk launched in February 2019, and since then over 1,100 alumni and 1,000 of the college's 1,900 students have created profiles on the platform, allowing alumni to both connect with students and with other alumni for networking purposes. Alumni are able to give back to Benedictine by sharing their experiences with students and other alumni as they navigate their career paths. They also have the ability to share career opportunities they are aware of to the platform's job board in order to encourage more Ravens to join them on the path they have pursued.

The Career Services Summit featured over 20 alumni from the platform to share their experiences in person with the nearly 100 Benedictine students who attended. The event included a Young Alumni Panel, panels specific to various disciplines, professional headshots, resume reviews by alumni, and the opportunity for alumni and students to network with one another.

The alumni were impressed by how many students chose to spend the first Saturday morning of the semester working on their career development. They were also encouraged by the resources now available to students, voicing to participants how valuable resources like the Raven Walk would have been in their career exploration journey during their time as a student.

Feedback from student attendees indicated that an overwhelming amount left feeling more supported by Raven alumni in their professional development and more confident in their approach to networking. When asked to share one valuable lesson they took away from the event, one student responded, "Alumni really do care about helping fellow Benedictine grads. It can be hard to see that in a purely online connection."

The freshmen who were present look forward to attending the event every year of their undergraduate careers. And the seniors learned not only how to navigate their ongoing job search but also how to give back as the alumni they will soon become.





2020 KACE Leadership Officers and Committee Chairs

President

Ashley Kruger, University of Kansas

President-Elect

Mako Miller, Kauffman Scholars

Past President/Historian

Gary Handy, Baker University

Secretary

Kim Hull, Pittsburg State University

Treasurer

Carol Gard,
Johnson County Community College

Employer Relations

Heather Gardner, Chanute Manufacturing

College Relations

Andrew Kohls, Kansas State University

Technology Chair

Dana Nordyke, Washburn University

Annual Conference Planning

Mako Miller, Kauffman Foundation

Bylaws

Robyn MacGregor, Emporia State University

Membership

Karen McCullough, Fort Hays State University

Site Selection

Jolene Phillips, University of Kansas

Special Projects/ Summer Drive-In

Heather Gardner, Chanute Manufacturing
Andrew Kohls, Kansas State University

Technology and Communication

Dana Nordyke, Washburn University

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

Stay connected with KACE members year round!

