



KACE

Kansas Association of Colleges and Employers

Newsletter | Spring 2018



Linking Kansas Employers and Higher Education Career Services Personnel

In This Issue:

- *President's Welcome*
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KACE President's Welcome

Good day, KACE!

I invite you to stop in this moment (for just a moment...I promise). Slowly breathe in. Breathe out. Listen to the sounds of your breath as you fill your lungs entirely. Close your eyes if you'd like. Enjoy this very moment. With many images, sounds, feelings, and ideas flowing quickly in our spaces and on our screens, it is more important than ever to take a moment and just be.

Be taken by whatever moves you. Be energized. Be motivated. Be patient. Be kind. Be together. But most importantly... Be you.

Remember, our colleagues, leaders, and candidates are likely feeling what you are feeling. Perhaps, an increased sense of urgency. Information hitting us quickly. Change.

When the world is spinning fast, I am personally thrilled to have KACE peers to bounce ideas around, to offer suggestions and support, and generally to "get it." My hope for 2018 is that you all will discover this kind of connection within the KACE community. We have many great opportunities ahead including...

- **The KACE Summer Drive-In.** Tatia Shelton and Julie Anderson have been moving their team forward with planning this one-day workshop. The theme is: Reimagine – The Case for Change. Emporia State University will host the drive-in in early August.
- **The new KACE website!** Coming very soon. The site will include your own profile and more ways for members to connect! Thank you, Erin Wolfram, for your work on this initiative.
- **Opportunities to share** events, challenges, and ideas on the KACE private Facebook group and also through LinkedIn.
- **Facebook Live sessions** in the spring and summer.
- **And much more!**

I welcome new and former board members: Erin Wolfram (Past-President), Gary Handy (President- Elect), Ryan Horsch (Secretary), Carol Gard (Treasurer), Julie Anderson (Employer Relations), Tatia Shelton (College Relations), and Brandi Wriedt (Technology Chair). Please reach out to any board member for more **information on how you** might get involved.

You may always contact me directly at nordyke@ksu.edu with any questions, concerns, or ideas. I look forward to BE-ing with you and our KACE friends in 2018!

Sincerely,

Dana Nordyke
2018 KACE President



2018-2019 KACE Leadership

Officers:

President

Dana Nordyke, Kansas State University

President-Elect

Gary Handy, Washburn University

Past President/Historian

Erin Wolfram, University of Kansas

Secretary

Ryan Horsch, Emporia State University

Treasurer

Carol Gard, Johnson County Community College

Employer Relations Representative

Julie Anderson, OMNI Employment Management Services

College Relations Representative

Tatia Shelton, Metropolitan Community College

Technology Chair

Brandi Wriedt, Truman State University

Committee Chairs:

Annual Conference Planning

Gary Handy, Washburn University

Bylaws

Paul Hancock, Kansas City Kansas Community College

Membership Development

Natalie Cook, University of Saint Mary

Site Selection

Rhiannon Racy, University of Kansas

Special Events

Julie Anderson, OMNI Employment Management Services

Tatia Shelton, Metropolitan Community College

Technology and Communication

Brandi Wriedt, Truman State University
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](#), & [Facebook](#). 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://kacweb.org/kace-history/>



Do the Hustle: Preparing Students for the Gig Economy

Ellen Lind, Career Coordinator | University Career Center | The University of Kansas

Did you know that 34% of the U.S. workforce today is made up of freelance workers, and this number is projected to rise to 43% by 2020? These statistics surprised me as I was doing research for my presentation at the 2017 KACE Conference – Do the Hustle: Preparing Students for the Gig Economy. This is a topic I am particularly interested in because I have been a part of this sector of the labor force for about the past 12 years as a freelance musician.

So, what is the gig economy, exactly? The term refers to the sector of the labor force that is involved with providing freelance, contract-based work. Workers in this economy are called independent contractors or freelancers, and may work in a variety of industries from transportation and hospitality (Uber & AirBNB) to creative (graphic designers, writers, web developers) to event-based services (musicians, photographers, even clowns!). One factor that's driving the increase in this sector of the labor force is the prevalence of digital platforms that connect workers to directly to work within these various industries (Uber may be the most ubiquitous example here).

Not all freelancers are created equal – some have a day job and choose to gig on the side. Others choose to fully enter into the freelance lifestyle to earn their living. Still others enter the gig economy out of necessity because they cannot find a job in the traditional economy, or out of financial necessity. Those who choose to be freelancers, rather than do so out of necessity, are typically more satisfied with their work lives (McKinsey Global Institute). For students, freelance work can be a great way to gain experience in a new field of interest, without fully committing to a career path in that field.

Freelance work has its pros and cons. On the upside, freelance workers typically enjoy greater flexibility, independence, and control over their work lives than a traditional worker. However, downsides can include no benefits, no safety nets, little job stability and income unpredictability, and difficulty collecting compensation from clients, to name a few. It's a lifestyle that requires a great deal of self-motivation, and it's not for everyone.

My own career as a freelance cellist was exciting and challenging – I played with symphony orchestras. I worked on-board cruise ships as a string quartet musician. I toured internationally with rock bands. I started my own teaching studio, and a business for hiring musicians to play at weddings. But after being a freelancer for over ten years, I started to grow frustrated by some of the drawbacks of this way of making a living – the difficulty in earning a decent income, the lack of employer benefits like health care or paid time off, and the constant hustle necessary to generate new work, were just a few.

How can we prepare students who may be interested in entering the gig economy, or students who may find themselves forced into the freelance lifestyle by difficulty in finding traditional employment? Having a broad base of knowledge about this growing sector of the labor force is a good first step. Future freelancers will need to develop solid skills, a great network, a strong personal brand, and a knowledge of the digital platforms that can help them find work. They will need to be ultra-organized, independent, creative self-starters.

During my time in college, I never had any interaction with my alma mater's career center, but I wish I had. I wish someone had told me to engage in experiential learning opportunities like internships, volunteering, or part-time jobs in a related field. I am in awe of the work that our KACE members do to help students prepare for careers, and I am honored to be a member of KACE.

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 Ashley Kruger (akruger1@ku.edu).



Getting Involved with KACE

Nikita Haynes, Assistant Director | University Career Center | University of Kansas

Initially I was apprehensive about getting involved early on in my membership because being among seasoned members can trigger a little trepidation; however, getting involved on the different committees helped me to build relationships with colleagues across KACE, learn more about the organization from a behind the scenes lens, and further utilize my creativity. My fellow committee members were helpful and my ideas were always well received.

Some of my favorite moments over the past year were participating in Break Out KC after the summer drive in conference, making dice centerpieces on a \$30 budget for the KACE conference, and receiving the Rookie of the Year award. The best advice I can give a new member is think about what are your strengths, where you could best use them within KACE, and maximize your membership within KACE by getting involved. In one year I was able to serve and do a lot. What I love and appreciate most about KACE is that if you are a self-starter and take initiative then others will allow you to do as much or as little as you want. Signing up to serve on committees within KACE was the best decision I made as a new member and afforded me the opportunity to have fun and make contributions to the overarching vision and mission of KACE.

Career Resources for LGBT Students

Andrew Kohls | Assistant Director | Kansas State University

We all have that one tab favorited, or our “go-to” online resource memorized. We’re career advisors, and seeking out specific resources for our students is part of our daily routines at work. However when we are presented with a unique student situation, those same go-to resources may not be helpful. This is what I found true in regards to serving my LGBT students.

Let’s rewind a little bit. Last summer I was fortunate to go the Graduate Career Consortium in San Antonio, TX. During this conference, I was able to dive into specific situations that are currently affecting our students. One of these situations included the following: An LGBT student has recently accepted a position in a southern state. However, since accepting the position the state has recently passed very strong, anti-LGBT legislation. He has very big concerns about his protections if he were employed in this state. How can this student back out of the offer, or ask for another location, without “outing” himself?

Boom. Have any of you ever experienced a similar situation in an advising appointment? I had not; so this was absolutely eye opening for me! I immediately started to investigate resources available to help students with situations similar to this one. I also acknowledged that in my own office, resources geared toward our LGBT students were not as visible as they could be. These experiences really prompted me to submit a proposal for last fall’s KACE conference. I wanted to expand on work that had already been done to help support this specific student cohort.

Luckily for me, over the summer the NACE Community published a list of LGBT resources. The main goal for my presentation was to deep dive into some of the most useful tools from this list.

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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.



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Below is a list of my top 4 resources from the NACE resources accompanied with highlights of each:

1. Out & Equal
 - 2017 Workplace Equality Fact Sheet
 - “Out at Work” Video Series
 - LGBT Terminology
2. LGBT Map
 - Equality Profiles for each state focusing on state laws
3. Human Rights Campaign
 - Corporate Equality Index: rates companies on LGBTQ Equality
 - “Coming Out at Work” Self-Reflection Questions
4. U.S. Equal Employment Opportunity Commission
 - Title VII protections
 - Employment Discrimination
 - Past Legal Decisions

Those resources alone are fantastic, but I wanted to find more resources that would address atypical questions that are asked in advising appointments. Through more research, I was able to find resources focusing on exactly the points I was looking for. Such resources included:

1. TransEquality
 - Map allowing users to get information for the process of changing their legal name and/or gender for specific states on state and federal IDs. Also includes outside, state-specific resources.
2. What name should I use on my documents?
3. What should I wear to my interview?
 - Recent article discussing gender neutral interview and business clothing
4. Do I list my LGBT club/organization involvement/activism?
 - Great sections on: Using Preferred Name, Choosing Professional Attire, Coming Out In An Interview and Evaluating Employer Culture and Fit.

In my presentation, I addressed these invaluable resources in-depth. However I also challenged my colleagues to be informed and aware of current issues affecting our LGBT students. Around the time of the presentation, President Trump had just signed his memoranda banning trans individuals from serving in the military, the Supreme Court has just decided not to hear a case from Texas involving spousal benefits for gay and lesbian public employees, and many cases of individuals rejecting service to LGBT customers based on religious beliefs. These situations are on-going battles for our students and I encourage advisors to be informed of current issues affecting our students to better guide their advising practices. Many news outlets are now offering LGBT-specific channels to follow such as NBCout on facebook. Look up your local ACLU chapter on social media, or other state specific platforms. Here in Kansas there is an organization called Equality Kansas, which provides great, current LGBT-related news.

Overall, I was thrilled with the opportunity to provide my findings to my colleagues at the KACE Conference. I would highly encourage all of you to reflect back on recent advising sessions and perhaps identify a student-cohort that you are not as familiar with. Schedule time on your calendar to dive deeper into specific issues affecting them, find online and on-campus resources to help them with their career development, and SHARE your findings with the rest of us! Don't reinvent the wheel, per se...but keep building the path forward!

Andrew Kohls currently serves as an Assistant Director in the Career Center at Kansas State University, working with the College of Architecture, Planning, and Design, as well as graduate students in the College of Arts and Sciences. Kohls has been working in higher education since 2010, having previous experience in immigration advising, orientation programming, and admissions. Connect with him at: LinkedIn: <https://www.linkedin.com/in/andrewkohls>



KACE Award Winners

Rhiannon Racy, The University of Kansas

The following awards were presented at the annual KACE Conference in December 2017. 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.

Kent McAnally, Washburn University

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

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

Carol Gard, Johnson County Community College

=== Chairperson of the Year Award ===

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

Dana Nordyke, Kansas State University

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

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

Julie Anderson, OMNI Employment Management Services

=== Rookie of the Year Award ===

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

Nikita Haynie, 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.

Erin Wolfram, University of Kansas

=== Outstanding Committee Member Award ===

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

Tatia Shelton, Metropolitan Community College - Business & Technology

=== 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.

Jolene Phillips, University of Kansas