

Message from the President

Amy Saul, Moravian College

One of my favorite things to do at the PennACE conference is collect the lunch tickets as people begin to arrive. I love connecting with old friends and meeting all the new members that have joined us over the course of the year. This year was no exception! I had a great time talking with everyone and hearing how things are going in offices around the state. Let me now take this opportunity to update everyone on how PennACE as an organization has done this year.

- We continue to be financially sound thanks to smart investments and the membership graciously agreeing to a small dues increase.
- The professional development opportunities were some of the best we've ever offered and were FREE to members!
- A new conference site allowed us a fresh perspective and the opportunity to enjoy the quaint town of Carlisle.

The strategic plan is continuing to advance as committees are working to implement various aspects while completing numerous parts earlier than expected!

As we look forward to next year I am particularly excited by the following:

- There is a strong representation on the executive board by schools throughout the entire state. Representatives from the west, central and eastern parts

will work diligently to serve this organization well!

- We're heading to Pittsburgh for our annual conference in 2012! Thanks to all of you that volunteered to serve on the conference committee. We are looking forward to a great time!

I'm grateful for the opportunities I've had to serve this organization and encourage others to get involved in some way. Whether it's volunteering to help for one day at our next conference or serving on an existing committee such as Student of the Year or Grants, please consider giving a small amount of your time to continue to move this great organization forward.

As a final note, I would like to give a heartfelt THANK YOU to our departing board members Kerri Gardi, Kutztown University; Laura Kilko, Dickinson College; Jennifer Rossi, St. Joseph's University; and Debi Swarner, Dickinson College. It was such a pleasure working with you and learning from you for the last few years. You will be missed! I would like to also offer a huge WELCOME to our new board members: Tammy Manko, Indiana University of PA; Nicole Lefelhoc, Mansfield University; Alana Albus, Muhlenberg College; and Krissie Doppelheuer, California University of PA. I am looking forward to another exciting year!

Mark Your Calendar!

The 2012 PennACE Annual Conference

May 23 & 24

Hyatt Place
Pittsburgh-North Shore

Stay tuned for more information!

Congratulations to Christina Moyer of Lehigh Carbon Community College, the 2011 Keystone Award recipient. The Keystone Award is presented to a PennACE member who has made contributions to and been actively involved in the association within the first three years of membership...a keystone to the future of PennACE!

2010-2011 Professional Development Recap

Jennifer Rossi, St. Joseph's University

The 2010-2011 Professional Development Committee enjoyed planning and delivering a variety of programs to PennACE members over the past year. Last August, Interviewing from the Employers' Perspective allowed career development professionals to sit in on interview sessions and learn more about the types of questions employers ask, as well as what they look for in a candidate. An Afternoon with Dr. Ed Koc from NACE took place in November, and gave PennACE members the opportunity to hear the latest research and statistics straight from NACE. For our first webinar of the year back in January, The Effect of Employment

Law on Internships proved to be a helpful look into new laws and how to best guide students and employers who seek assistance from career development partners. Lastly, the Professional Development Committee hosted a pre-conference Yoga Session--a fantastic way to begin the conference!

Overall, 106 participants joined us for these four programs, and for PennACE members, all professional development opportunities were free. If you missed out on opportunities this year, be sure to stay tuned for the upcoming year of professional development programs.

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Membership Update

Joy Miller, College Central

The PennACE Membership numbers remain steady at 193 as of the 2011 Annual Conference. Members continue to report what is also well known; the PennACE organization provides the best and most cost effective vehicle to professional development for professionals in college career development and employers who recruit recent college graduates.

Certainly, increasing the member numbers is always desired. Please continue to encourage colleagues at other schools to investigate PennACE. As you interact with employers, be it one-on-one on your campus, over the phone, via email, or at events such as career and job fairs, tell them about the organization and direct them to the website. Member recruitment needs to be an on-going effort by all members.

For 2011-2012, the annual dues will remain unchanged: \$60 for an individual and \$180

for an organization for up to 4 people. Membership continues to provide you with access to the PennACE site, the opportunity to collaborate with colleagues and participation in many professional development activities, most often at no additional cost.

Over the past year, the membership term renewals were all converted from individual dates to quarterly. The process was greeted favorably among the members as it makes remembering membership expiration dates much easier. Now that the transition has been completed, as you renew your membership, the expiration date will be at the end of the current quarter next year. If you have any questions or receive a membership renewal notice that does not seem correct, please contact the Membership Director, Joy Miller, at jmiller@collegecentral.com or 724-589-0420.

How to Connect with the PennACE Organization

Cheryl Doll, Lehigh University

Looking to reconnect with some PennACE members after the conference? Interested in getting the word out about a job posting in your office? Want to advertise a professional development program to the PennACE membership? Why not take advantage of some of the resources PennACE offers to do all of the above!

The PennACE website (www.pennace.info) offers a myriad of ways to connect with and find out more information about our organization. The entire membership directory is at your fingertips, just click the “Membership” link. You will be required to enter your PennACE login and password. The membership directory provides names and contact information for all active PennACE members.

If you would like send a message out to the membership about a new job opening, a professional development opportunity, or something else related to the organization, you can take advantage of the PennACE listserv. To use the listserv, click on the “Contact PennACE” link, which will then give you the option to choose the listserv.

Other information that can be found on the PennACE website includes: information about and the form to submit a PennACE grant, past PennACE Messenger newsletters, latest information on the upcoming PennACE conference, recent job postings from PennACE members, and more!

Take advantage of these options and connect with other PennACE members today!

If you are interested in assisting in the planning of next year’s PennACE conference, please contact Tammy Manko at tammym@iup.edu

Conference Wrap-Up

Kate Carannante, Cedar Crest College

May 25-26 marked the 9th Annual PennACE Conference held at The Comfort Suites in Carlisle, PA. Over 100 attendees, including 30 newcomers traveled to beautiful Cumberland County for great programs, a rejuvenating keynote speaker, a relaxing yoga session to kick off the conference, and lots of valuable networking opportunities!

The conference began with a keynote presentation by Marilyn Walker, President and CEO of Synergize, an organization dedicated to helping companies become great places to work and where employees are energized and engaged. Walker spoke about what she considers to be the five life lessons “to be the best you can be”. She encouraged all conference attendees to take care of themselves

and follow their dreams.

Throughout the conference a total of twelve concurrent sessions and eight express ideas sessions were offered on topics including career center marketing, building employer relations, creating a senior career course, external review of career services, using your dreams in your personal and professional life, and much more. Sessions were given very high marks on the conference evaluations and will be available on the PennACE website for download. The annual networking reception, group dinners, and the PennACE game hosted by John Snyder and his lovely assistant Deb rounded out our time in Carlisle, PA.

Speed Interviewing

Tammy Manko, Indiana University of Pennsylvania

IUP brought Speed Interviewing and Networking to campus for the 2010-2011 academic year. Kelly Cordero of the Career Development Center introduced the concept to the department; she and Tammy Manko partnered with PLS Logistic Services' Emily Cicconi to author a grant request to PennACE to partially fund the inaugural Speed Interviewing effort. IUP's first Speed Interviewing program was piloted in September 2010.

The initial program involved 17 students (interviewees) from multiple academic majors and 17 professionals (interviewers) from various industries; each program thereafter was coordinated to involve 20 student and 20 interviewers. Speed Interviewing proceeds much like speed dating: interviewers are seated at tables set up in a U shape and interviewees proceed from one interviewer to the next every 5-7 minutes at the sound of a bell. Each interviewer is provided with a pre-determined interview question that is asked to every participating interviewee. During each round, the interviewer and interviewee introduce themselves to one another, the interviewer asks the assigned question, listens to the interviewee's answer and provides feedback on the answer (e.g., was it a good answer, how might the answer be improved, was the interviewee behaving and speaking appropriately, how might his or her approach be improved). If time allows, the interviewer also provides interview and job search advice. Following the interviewing portion of the program, the interviewers and interviewees participated in an informal networking event.

The September Speed Interviewing program

was reviewed and improvements made for the Spring Speed Interviewing programs through use of post-programmatic surveys that provided feedback from both the interviewers as well as the interviewees. Four separate programs were conducted during the Spring 2011 semester. The first three were Speed Interviewing and Networking programs similar to the September 2010 program, but were broken down by academic colleges, so only students from those colleges participated on the date scheduled for their college; the fourth program was held off campus at the PLS corporate headquarters. Participating students took part in a PLS site tour, a company overview presentation, on-site interviews and lunch. Each program was evaluated by the participants so that program coordinators were able to use the information for continuous programmatic improvement.

Other considerations for Speed Interviewing included: marketing to students, recruitment of interviewers, space reservations, and catering. Each interviewer received a small token of appreciation for participating, as did the interviewees. If you would like additional details regarding coordinating Speed Interviewing and Networking for your campus, you can contact Tammy Manko at tammym@iup.edu. Overall, IUP Speed Interviewing and Networking was a successful, effective event based on the feedback received from participants. The IUP Career Development Center extends its appreciation to PennACE for underwriting part of the program expenses, thus allowing the program to enrich students' co-curricular experience at IUP!

If you would like additional details regarding coordinating Speed Interviewing and Networking for your campus, you can contact Tammy Manko at tammym@iup.edu