

FLORIDA CAREER PROFESSIONALS ASSOCIATION CONNECTION

KEEPING FLORIDA FIRST

2005 POST CONFERENCE EDITION

PRESIDENT'S MESSAGE

It was wonderful seeing everyone at our 2005 annual conference at Delray Beach. I would like to once again express my sincere thanks and appreciation to all the committee chairs and volunteers who served on the conference planning committees. We had a great venue, everything ran smoothly and this was due to your hard work and teamwork. Thanks also for the many contributions made by members of the board in support of the conference, and to our members who made time to prepare and present workshops and to share your expertise and best practices.

A special thanks is in order for our "special guest" Maurice Mayberry for joining us at the conference and sharing his reflections on our history as we celebrated **40 years of keeping Florida first**. I know I join our members in saying it was a special privilege on our part to get to meet one of the founders of FCPA, and a person who has given over 50 years toward fostering our chosen profession. We were also delighted to meet Maurice's lovely wife Gloria, and we wish them both the very best.

The fall meeting of the Board of Directors is scheduled for August 18 and 19. We will meet at the Renaissance Vinoy Resort and Golf Club in St. Petersburg, the site for our 2006 conference. I am very proud of our board... loaded with talent, extensive experience, and dedicated to high standards and professionalism in support of our association. At our meeting sessions we will work together to formulate our goals for the association for this upcoming year, as well as obtain updates on our membership, financial status, information services, and on some of the planning and activities being undertaken by other state and national associations. We will also insure that we keep the momentum going on several projects implemented during this past year, to include the archiving of FCPA historical data, and succession planning for FCPA leadership positions and volunteer opportunities. I also encourage all members of our association to please get in touch with me (813) 974-4306 and share any ideas you would like to see reviewed and discussed as part of this goal-setting and strategic planning process.

A great strength of our association is our diversity as represented by the fact that our membership includes professionals that work at our state universities, private colleges, community colleges, and technical schools, and HR and recruiting professionals from government agencies and the corporate world. I saw some great networking going on while we were in Delray, and of course the ultimate beneficiary of all of this will be the students who attend Florida schools, as we work hard to help them with career planning, job search coaching, and in offering them internships, cooperative education opportunities, and full time degreed positions when they graduate. So pat yourself on the back everyone, because you are doing a great job, and you really do make a difference in the lives of these students.

Mark your calendars early for the 2006 conference (June 28-30, 2006), and contact Dee Dee if you would like to volunteer and help her out with planning this event. Enjoy the rest of the summer (no more hurricanes), and have a super 2005-06 academic year and recruiting season.

I am proud to be a fellow member of FCPA, and consider it an honor to serve as your President.

Mike Tooke

FCPA PRESIDENT

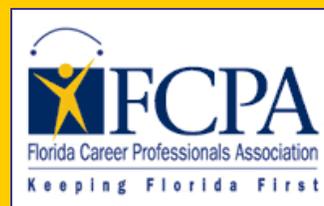
Thank You!

2005 CONFERENCE COMMITTEE CHAIRS

- ◆ Conference Chair – **Mike Tooke**
- ◆ Program Chair – **Jane Colson**
- ◆ Registration – **Andrea Alvano**
- ◆ Awards – **Gail Agor**
- ◆ Entertainment/Recreation/Food – **Michelle Ohayon**
- ◆ President's Council – **Lee Holifield**
- ◆ Vendors and Resources – **Nancy Sautteri**
- ◆ Door Prizes – **Tara Blythe**
- ◆ Evaluations – **Jennifer Browning**
- ◆ New Member Orientation – **Kathryn Zillman**
- ◆ Photographer – **Christie Armstrong**
- ◆ Conference Logo – **Dottie Washington**

2005 EXHIBITORS

- ◆ **College Central Network**
- ◆ **CSO Research, Inc.**
- ◆ **Digital Revolutions**
- ◆ **Florida Surveying & Mapping Society**
- ◆ **MonsterTRAK**
- ◆ **ReferenceUSA**
- ◆ **Vault, Inc.**





JONATHAN THORNBURG

2005 BROWNLEE AWARD RECIPIENT

PRESENTED BY MYRNA HOOVER

FCPA's Brownlee Award was established in 1987 to recognize an outstanding professional who has made significant contributions to FCPA. This is the highest honor that this organization can bestow on one of its members who has demonstrated both extraordinary leadership and professionalism. It is presented annually at our conference to one of our exceptional members.



Today's society often measures success by the position we hold, the amount of money we make or by the influence we have over other people. FCPA is an organization that measures success by a very different standard.

Each year FCPA bestows the Brownlee Leadership award to a deserving individual who reflects what we consider "our standard" of success. The John T. Brownlee Award, established in 1987, emphasizes qualities beyond title, money or influence. John Brownlee's 10-year involvement in FCPA set standards, both professionally and personally, for all of us to follow.

This year the 2005 Brownlee Leadership Award was presented to Jonathon Thornburg. "JT" has been involved in FCPA since 1996. He graciously accepted a board position and never said "no" to this organization's needs. He has helped to reinvent our image, implement a name change, and assist in recruiting more employer members.

JT has served as employer representative, held various leadership positions and completed two terms as our association's president. He is a true

professional and a champion of this organization. We are all better for knowing the 19th Brownlee Leadership Award winner – Jonathon Thornburg. 

I want to thank all my friends and colleagues in FCPA for the honor of being named the John T. Brownlee Award recipient. The names listed as past recipients of this award are truly the "measuring stick" of professionalism in our industry and I am humbled to be included in this company.

I have been fortunate to have had the opportunity to learn from and work with many amazing individuals in FCPA. The professional development I received during my tenure on the board was essential to my career growth, but it pales in comparison to the personal relationships I fostered during this timeframe. FCPA has become more than just a professional organization to me; it is a network of people I consider friends. I believe that people make this association great and that is the reason that FCPA has been going strong for 40 years.

The future of FCPA has never been brighter! I encourage every current member to get involved by volunteering for conference committee and board positions. I can guarantee you that you will receive so much more in return for the time you donate.

Jonathan Thornburg

NEW MEMBER UPDATE

DONA GAYNOR
FCPA SECRETARY

Currently, there are 226 active paid members in FCPA and we have collected \$5,895.00 in membership fees. Eighty-four (37%) are new members who joined FCPA in 2005. Please welcome FCPA's newest members!

Community Services

- ◆ Celeste Henry

Cutco Cutlery/Vector Marketing

- ◆ Carolyn Soling

Enterprise Rent-A-Car

- ◆ Kirk Graves

Florida International University

- ◆ Helen Godfrey
- ◆ Ivette Duarte
- ◆ Mike Potoczniak
- ◆ Claudia Reich
- ◆ Jose Toscano

Florida State University

- ◆ James Barricelli
- ◆ Christen Holk

Gestalt, LLC

- ◆ Stacy Lustgarten

Herzing College

- ◆ Carrie Ann Simonello

Indian River Community College

- ◆ Carol Hoeffner

Jackson Pierce Public Affairs, Inc.

- ◆ Lori Rutland Gainer

Lake City Community College

- ◆ Mary Simmons

Manatee Community College

- ◆ Sheila McCants

Mentor4, Inc./Allegis Group

- ◆ Amy Hale

Nova Southeastern University

- ◆ Stephanie Rojas-Mantis
- ◆ Gillespie Stedding
- ◆ Thalia Reitkopf

Palm Beach Atlantic University

- ◆ Julie Visser

Palm Beach Community College

- ◆ Samantha Russo
- ◆ Kenneth Swain
- ◆ Tom Moran

Palm Beach County Fire Rescue

- ◆ Rod Thornton

Pensacola Junior College

- ◆ David Beck
- ◆ Edith Knapp

Stetson University

- ◆ Kelly Cleary

Target Corporation

- ◆ Amy Duguid
- ◆ Brad Taylor

University of Alabama

- ◆ Bryan Oliver

University of Central Florida

- ◆ David Allen
- ◆ Tricia Tomeu

University of Florida

- ◆ Tom Halasz
- ◆ Stevie Honaker
- ◆ Lindsay Seaborn

University of South Florida

- ◆ Christie Sweaney

University of West Florida

- ◆ Mark Gross

Wharton-Smith, Inc.

- ◆ Howie Appel

QUICK LINKS TO INFORMATION YOU WANT

- ◆ More **candid photos** from the 2005 annual conference can be found in the photo gallery under the Annual Conference page at www.fl-cpa.org/photo_gallery.html.
- ◆ Updated **membership directory** information can be found under the Member Resources page at www.fl-cpa.org/directory.html.
- ◆ Breakout session presentation materials and resources from the 2005 conference can be found on the **FCPA Resource Room** page at www.fl-cpa.org/resourceroom.html.

CONGRATULATIONS TO THE 2005 STUDENT OF THE YEAR AWARD WINNERS



No FCPA conference could be complete without the Student of the Year awards! Once again this year, three outstanding students were recognized for their exemplary work in co-op or experiential education. Congratulations to the following students and their schools!

CO-OP STUDENT OF THE YEAR:

• Christopher Keane from the University of Central Florida

Christopher Keane is an Accounting major at the University of Central Florida. For the past three semesters, Chris has been a co-op student at Foreign Currency Exchange, working with the Chief Financial Officer and the accounting department on cost-cutting projects. In this role, he took the initiative to implement an online banking process, saving the company over \$5,000 a year. According to his supervisor, "Christopher's performance has always exceeded expectations and he is eager to learn more about accounting and finance areas within the company. He is developing quickly from an accounting student to a productive businessman through his co-op experience." Chris maintains a 3.8 GPA while working 25 hours per week. He believes that life is about learning and strives to improve himself each day. Congratulations to Christopher Keane!

4-YEAR EXPERIENTIAL EDUCATION STUDENT OF THE YEAR:

• Pablo Godoy from Florida Atlantic University

Pablo Godoy graduated from Florida Atlantic University May 2005 with a Bachelor of Arts in Political Science. His GPA is 3.51. Pablo has been interning with the United States Department of Agriculture Forest Service, Forest Products Laboratory (FPL) located in Madison, Wisconsin. As an intern, he has played a key role in the Civil Rights Department within the forestry service working directly for the Director of Civil Rights.

A project assigned to Pablo this past spring was to generate a diverse applicant pool for the forestry's summer program. Pablo's efforts resulted in the most diverse applicant pool and the most diverse percentage of hires in the history of the program. In addition, it was the most diverse applicant pool within the entire USDA Forest Service, a remarkable accomplishment for a professional and even more so for an intern.

While conducting his internship Pablo volunteered on a bi-weekly basis in a soup kitchen serving the homeless population. His internship has had a profound influence on his future plans. He is interested in attending law school and potentially returning to the public sector to assist and advocate for underrepresented groups.

2-YEAR EXPERIENTIAL EDUCATION STUDENT OF THE YEAR:

• Robb Elmatti from Lake-Sumter Community College

Robb Elmatti is a business major at Lake-Sumter Community College with plans to complete a Bachelor's degree in International Business. His career goal is to work internationally using his business skills to assist Christian organizations. Robb interned as a ministry assistant with the Gospel Tabernacle in Umatilla, Florida during this past spring term. His internship at the Gospel Tabernacle involved him in the local daily operations of the church, leadership in the youth program, Pilgrim's Survival Journey and travel to Guatemala with the Senior Pastor to present a workshop on strategies for mission finance. On a daily basis, Robb worked with the Gospel Tabernacle staff preparing annual financial reports, doing fundraising planning, assisting with the missions program, and helping to develop training and outreach materials. He has been able to directly apply his skills and classroom concepts to the real world of international non-profit business.

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At Lake-Sumter Community College Robb was involved with the mentoring program, the Student Government Association and served as an Ambassador for the LSCC Foundation. He is a member of the Florida Association of Community Colleges All Academic Team, a recipient of the 2004 Coca-Cola Scholars Foundation Award, listed in *Who's Who Among Community College Students* and is a frequent member of the President's List at Lake-Sumter Community College. His economics instructor, Adam Gifford and Berni Hebrock, Coordinator of Cooperative Education and Job Placement, nominated him. Berni shares that, "Robb Elmatti is a disciplined student who lives his values." Adam adds that, "Robb has mastered the use of twenty-four hours in a day to exceed his personal and professional goals."

FORTY YEARS WITH FCPA

MAURICE MAYBERRY SHARES HIS MEMORIES OF FCPA'S EARLY DAYS

CHRISTY KING
FCPA PAST PRESIDENT

FCPA has once again proven to be a wonderful organization for networking and making great new friends. During the President's Reception at the recent FCPA conference I had the opportunity to meet and spend time with Maurice and Gloria Mayberry. That evening will remain one of my most memorable FCPA experiences. I left the reception having made two new friends with whom I have continued to remain in touch.

This year's conference theme was "Celebrating 40 Years...Keeping Florida First." At age 81, Maurice Mayberry, the founding father of FCPA, traveled from his retirement

home in Gainesville to Delray Beach in order to help FCPA celebrate its 40th birthday. During the Thursday luncheon, Maurice entertained the members with an FCPA history lesson and his keen wit. When he concluded his presentation, the members expressed their admiration and appreciation for Maurice with a standing ovation.

In 1965 the idea of a college placement organization in the state of Florida originated with Maurice Mayberry, who was the Director of the Career Resource Center at the University of Florida. Through his collaborative efforts with Don Colby (the first Placement Director at the University of South Florida) and Lou Miller (the Placement Director at the University of Miami) FCPA was born. Over the years Maurice worked tirelessly to serve FCPA, students, and Florida. He has served on the FCPA Board, as an FCPA officer, and has worked on multiple committees for the association. Early on, he recognized the important role that Florida's community college system was destined to play, and it was his foresightedness that resulted in FCPA being the first state college placement organization to include community colleges in its membership. Maurice focused his energies on both placement and cooperative education and as a result FCPA became the professional voice for both of these career service areas within the state.

The FCPA members, board of directors, and officers all want to thank Maurice for his many contributions to FCPA and career services in Florida. He has been a leader and unselfish team player with an insightful perspective and an inclusive heart.



SUMMARY OF THE 2005 ANNUAL BUSINESS MEETING

JUNE 23, 2005

DELRAY BEACH MARRIOTT – DELRAY BEACH

DONA GAYNOR
FCPA SECRETARY

1. Christy King, FCPA President, reviewed the six goals for the year:

- ◆ Develop and begin the implementation of a plan to collect historical data for future strategic planning and budgeting – this project has begun and everything will be available on the online archives.
- ◆ Review the Board's job description with the aim of bringing them up-to-date and distributing the workload – revised job descriptions are posted on the online archives.
- ◆ Review the constitution to be sure that the published version is up-to-date and reflects the constitutional changes that have been approved by membership vote. In addition, review the constitution for needed changes – made some necessary changes to the website and have recommended changes that will need a vote.
- ◆ Create and begin the implementation of a succession planning process to grow volunteers and leaders among FCPA members – provided new program at the conference for educating new leaders and volunteers and will provided training sessions for new board members.
- ◆ Development of detailed conference committee guideline notebooks – has been completed and will be available through the online archives for new committee members.
- ◆ Expand employer membership - employer membership increased in 2005 by 30 %.

2. Three changes to the FCPA Constitution were presented, voted on, and passed by the membership:

- ◆ Increase annual membership dues to \$50 for individuals, \$150 for an institutional membership, and \$25 for a graduate student membership.
- ◆ Allow the President to appoint a Parliamentarian for the annual Business Meeting other than the Past President. This duty will be removed from the Past President's job description.
- ◆ Change the wording in the constitution to reflect how we do maintain membership listings through our website. Since the online directory can be updated monthly, there is no longer a firm deadline to receive memberships. The membership period will be changed to run January – December.

3. New board members for 2005-2006 were elected and presented to the membership.

		(Term Expires)
President	Mike Tooke	2006
Vice President	Dee Dee Gatch	2006
Secretary	Dona Gaynor	2007
Treasurer	Jeff Garis	2006
Past President	Christy King	2006
Career Services Representative	Andrea Alfano	2008
Co-op Representative	Jackie Herold	2006
Community College Representative	Laurie Ragsdale	2007
Employer Representative	Ruby Villanueva	2007
Information Manager	Raymond Rogers	2006
Member at Large - Employer	Andrea Koegel	2008
Member at Large - School	Matthew Cardin	2007
Membership Representative	Patrick Madsen	2007



“FCPA CELEBRATES THE BIG 4-0!” 2005 FCPA ANNUAL CONFERENCE EVALUATIONS UPDATE

JENNIFER BROWNING
2005 FCPA CONFERENCE EVALUATIONS COMMITTEE

FCPA celebrated its 40th birthday during this year's annual conference held at the Delray Beach Marriott and what a celebration it was! Seventy-eight college members, 31 employer representatives and 10 vendors gathered together for three days of fun including lectures from fantastic guest speakers, informative breakout sessions, spirited recreation events, incredible door prizes and excellent food! Don't take my word for it, read below for a quick summary of this year's evaluation results.

First, thank you to those who returned your evaluation forms. Sixty-one of 109 members in attendance submitted completed evaluation forms (for a response rate of 56%) and your assistance is much appreciated. Your feedback is important to the Board of Directors and the Conference Planning Committee as they reflect on this year's event, and of course to Dee Dee Gatch as she begins work on the 2006 conference.

As you may recall, you were asked to rank items on a scale of 1 to 5, with 1 indicating "Poor" and 5 signaling "Excellent." A quick look at the evaluation forms reveals the conference to be a great success, with 33 of the 39 items receiving an average score of 4 or higher.

Some of the highest scores were for this year's closing keynote speaker, David Scruggs, who received a 4.8 average score for his presentation titled, "What Gotcha Here Won't Keep Ya Here." A number of members suggested he return to speak again next year while another noted, "Wonderful ending, great things to think about on an 8-hour ride home," and, "I took more notes here than anywhere else." The majority of you also enjoyed the Delray Beach Marriott sleeping accommodations and meeting rooms, though there were a few grumbles about chilly air. You were nearly unanimous in your rave reviews of the conference food, with the average evaluation score for meals at 4.78. One satisfied member wrote, "Food was excellent, felt like I was on a cruise."



Registration and publicity received consistently high marks, as did the FCPA website and listserv updates. Most members seemed to enjoy the Fun/Walk Run (4.57) and door prizes were well received as always. (A certain author of this article got lucky and won a wonderful home stereo so you certainly won't be reading any complaints about door prizes in *this* summary!) Most volleyball participants ranked the activity a 4 or 5, although one unhappy employer member circled a 1 for the event, followed by the comment "WE LOST!"

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Many thanks to all who presented breakout sessions this year. Overall score averages were high, with special recognition to Enrique Gonzalez for his session, *Hiring Foreign Graduates*, which received an average score of 4.75 with 8 responses. Members said, "Excellent! Bring him back!" and "He was very thorough and helpful," when describing this presentation. Two other popular programs were, *Using Graduate Students Effectively* by Patrick Madsen and Nicole Pohlers and *Remote Control: The Secret Advantages of Online Resources* by Eric Waters and Melissa Merida, both of which received average scores of 4.57, from 7 evaluation responses each.

In the comments section, most of you seem to have achieved your goals for attending this conference, which included networking and meeting new people, learning new approaches to daily work, discovering what FCPA is about and having fun! Additionally, the form requested your suggestions for next year. Here's a little of what you had to say: "...it would be fun to have a theme night where we can dress to the theme." "Offer the same workshops at different times or have handouts to be available for those of us who could not attend..." "Liked the late start on Friday and love the coolers!" "Add a roundtable session with employers and colleges together."



In response to the question about speakers for next year, a number of you requested repeat performances by John Blumberg and David Scruggs, while one enthusiastic member suggested "President Bush." The membership was evenly divided in regards to the question about entertainment following the banquet. Several of you wrote comments such as, "Like having free time after banquet," while others suggested jazz bands or "live DJ with dancing or karaoke." Your recommendations and *all* your comments will be submitted to the 2006 Planning Committee for consideration.

Overall, your comments were positive and reflected your enjoyment of the 2005 conference. Many members took time to write compliments to Mike Tooke for his hard work and to praise the committee for an excellent event. "Best conference I've been to and have been to the last 12." "FCPA has the very best conferences. Mike T has raised the bar and set the standard for a superb conference." "Had a wonderful time!" "This was masterfully planned and executed, hats off to the entire conference committee!" "Thanks for a good time." See you next year in St. Petersburg! 🇺🇸

The FCPA Board of Directors would like to say a special thank you to those member schools and employers who contributed to the FCPA President's Council this year. This year's conference would not have been such a success without you!

PLATINUM LEVEL DONORS - DONATIONS OF \$1,000 AND UP

- ▶ Enterprise Rent-a-Car
- ▶ Office Depot

GOLD LEVEL DONORS - \$500 - \$999

- ▶ Florida State University
- ▶ SunTrust
- ▶ Nova Southeastern University
- ▶ University of Florida

SILVER LEVEL DONORS - \$100 - \$499

- ▶ City Furniture
- ▶ Rollins College
- ▶ Eckerd College
- ▶ Seminole Community College
- ▶ Florida Institute of Technology
- ▶ University of South Florida
- ▶ Gold Kist
- ▶ UPS
- ▶ NASA/Manny Virata
- ▶ Webber International University





59th Annual Conference
in Miami, Florida at the
Miami Marriott Biscayne Bay Hotel
December 5-7, 2005

EYES TOWARD 2006 FCPA CONFERENCE IN ST. PETERSBURG

Mark your calendar now for the 2006 FCPA Conference. It will be held at the Renaissance Vinoy Resort, June 28 – 30, 2006.



CONGRATULATIONS TO THE 2005 - 2006 FCPA BOARD OF DIRECTORS

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Mike Tooke/University of South Florida
president@fl-cpa.org

Vice-President

Dee Dee Gatch/Manatee Community College
vicepresident@fl-cpa.org

Secretary

Dona Gaynor/Florida Institute of Technology
secretary@fl-cpa.org

Treasurer

Jeff Garis/Florida State University
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Past President

Christy King/Seminole Community College
pastpresident@fl-cpa.org

Career Services Representative

Andrea Alfano/Webber International University
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Employer Representative

Ruby Villanueva/United States Treasury
careerservicesrepemployerrep

Member At Large (Employer)

Andrea Koegel/Enterprise Rent-A-Car
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Member At Large (School)

Matthew Cardin/Florida Atlantic University
memberschool@fl-cpa.org

Membership Representative

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Co-Op Representative

Jackie Herold/University of Central Florida
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Community College Representative

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