

FLORIDA CAREER PROFESSIONALS ASSOCIATION
CONNECTION

KEEPING FLORIDA FIRST

2008 POST CONFERENCE EDITION

PRESIDENT'S MESSAGE

Our post conference newsletter always comes at a good time of the summer when many of us are keeping a little less hectic work pace. For me personally, it is especially relaxing as it signifies my role as conference chair has officially come to an end. I would like to start the President's Message with a very heartfelt thank you to all of the conference committee volunteers who gave so much of their time and energy to the goal of making last month's event one of the best FCPA conferences yet. Reflecting on Jeff Garis' acceptance of this year's Brownlee Award, I thought about the numerous professional associations of which we are all a part. Speaking from my personal experience alone, none of them seem to measure up to FCPA in terms of value, networking opportunities, professional development, friendships and just plain fun. From the feedback I received following the conference, I believe this is a point with which this year's returning and first-time attendees would also agree.

While it is always risky to single out any one's individual contributions, since she was unable to attend last month's conference, I would like to take a moment and say a very special thank you to Myrna Hoover who chaired this year's President's Council. During a year when all our budgets are stretched, our membership numbers and attendance at the conference dropped, and we are weary of new state budget cuts and future economic uncertainty, this year's President's Council rose well over \$8,000--far exceeding our original goal and almost setting an all time President's Council record. Due to the success of this year's President's Council, we were able to provide a high quality conference at one of the nicest hotels in Florida, bring in three featured speakers who are experts in their fields, offer 12 different break out sessions and several meal functions and still come in under budget. Again, thank you to this year's President's Council volunteers.

Our new Vice President and 2009 Conference Chair, Andrea Alfano, has already begun work planning next summer's conference in Orlando. She will go into more detail in her update later in this newsletter, but rest assured that the 2009 conference will be an event you won't want to miss. Please mark your calendars now for the 2009 FCPA conference, June 17 - 19. There are several volunteer opportunities on the 2009 Conference Committee. Our past conference was the direct result of close to 40 FCPA volunteers' efforts so there is a lot of opportunity for involvement next year as well. Please contact Andrea if you have ideas, feedback or would like to help out with the event.

Continued on next page...

IN THIS ISSUE

Message from our President
New Member Update
Annual Award Winners Honored
Annual Business Meeting Summary
Conference Highlights & Evaluation
From Our Members

THANK YOU!

2008 Conference Committee Chairs

Conference Chair: Ray Rogers

Program Co-Chairs:
Mark Colvenbach & Tim Harding

Registration: Jennifer Browning

Awards/New Member Orientation:
Dee Dee Gatch & Sandy Jakubow

Recreation/Decorations:
Andrea Alfano

President's Council: Myrna Hoover

Exhibitors: Jane Colson

Door Prizes: Nancy VanKoughnet

Evaluations: Alicia Smyth

Photographer: Brooks Hoffman

Facility Logistics: Sheila Hood

2008 EXHIBITORS

College Central Network
Florida Surveying & Mapping Society
Human eSources, Ltd.



PRESIDENT'S MESSAGE CONTINUED

I would like to welcome our two newest FCPA board members, Mark Colvenbach at the University of Tampa, who was elected as our inaugural Professional Development Director, and Toni Briley at Lake City Community College who was appointed to the position of Two-Year College Member. I also want to take a moment and thank Ruby Villanueva with the US Secret Service and Brooks Hoffman at SunTrust for their past service on the board. For work related reasons, both Ruby and Brooks have recently resigned their positions on the board. Ruby has been assigned to the Bogda, Columbia office where she will serve a three-year tour as the Administrative Manager and Brooks has been promoted from her campus recruiting role to HR Advisor/Generalist and will continue to work out of SunTrust's Orlando office. While they will be missed, we wish both Brooks and Ruby the best in their new roles. I am currently working to identify potential replacements from our employer members for these positions and will send out a general announcement once these appointments are made.

The new board will meet at the end of this month at our 2009 host conference site, the International Plaza Resort and Spa in Orlando, where the planning for next year's conference continues. The board has a pretty ambitious agenda this year as we look to complete our tax exempt status, add new functionality to our online credit card payment system, expand school and employer membership within the association, upgrade the FCPA website and revise new and existing board member job duties. If you have questions, concerns or issues you would like the board to address, please share them with myself or any of the other board members to be presented at this next meeting.

I look forward to serving the FCPA membership as President this upcoming year and working with such an outstanding group of committed and talented volunteers. Please feel free to contact me if you have any questions, contributions or ideas for our state association as we continue to *Keep Florida First*. Have a safe and relaxing rest of the summer.

Ray Rogers
FCPA President

NEW MEMBER UPDATE

Currently, there are 293 members involved in FCPA. Welcome to our Newest Members!

Barry University

Amy Diepenbrock John Moriarty

Eckerd College

Julie Slepner

Enterprise Rent-A-Car

Sammi Rosin

Florida Community College

Katie Meyer-Griffith

Florida Southern College

Xuchitl Coso

Florida State University

Julia Kronholz Candace Ford

Florida International University

Brad Shuck Maray Perez
Grace Mayorga Aracelis Nass
Yisell Cirion Natasha Stubbs
Judith Antinarella EfigeniaGonzalez-Duran

GEICO

Javier Rodriguez

Harris Corporation

Lisa Decordova

Hillsborough Community College

Minnie Burrows Theresa Lewis
Frances Cox Vicki Schnurr

Keiser Schools

Angel Clark Jacqueline Bledsoe
Laureen DuPree Caroline King
Maria Carlos Beth Forbes
Lynne Carr Michelle Brecher
Elizabeth Houlihan Andrew McTighe
Carmen Perez Ryan Reis

Keiser Schools continued

Murielle Pamphile Nicole Goodman
Tanya Jaikaran John Hooker
Mike Johnston Eddy Tamayo
Stephanie Hollingsworth Karen Gray

Lake-Sumter Community College

Derek Sischer Tanya Rocker
James Scott Scott Pennington
Carolyn Fonville Sherie Lindamood
Mike Matulia Delrita Guzman
Betty Downey Auren Alvelo

Miami-Dade College

Rebecca Garcia-Cartaya Ivonne Danger
Fredric Toney Maria De Arma

Seminole Community College

Sharon Moultrie

Siemens Energy

Susan Blakey

Siemens Power Generation

Merisha Baldwin

State Farm Insurance

Trolena Thomas Jan Rooney

Tallahassee Community College

Felicia Williams

University of Central Florida

Felix Daniels

Valencia Community College

Matthew Hunt

Wal-Mart, Inc.

Pamela Alvarez Richard Bryant
Tom Nixon Joseph Angelastro

2008 BROWNLEE AWARD RECIPIENT ○ JEFF GARIS

PRESENTED BY CHRISTY KING

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.

This year's Brownlee Award was presented to Jeff Garis by previous winner, Christy Cook. Jeff has demonstrated his leadership and commitment to student development and FCPA over his many years as the director of a Career Center at Florida State University. During his long and outstanding career, he has been at the forefront of innovation at the state and national level.

There are many ways in which Jeff has given back to students, colleagues, our profession, and FCPA:

- Encourages the members of his team to assume volunteer positions with FCPA. He knows the value of growing new leaders among young professionals. It is almost impossible to volunteer your time and talents to any organization without the support of your supervisor. Jeff provides his team the time, the financial support, and the encouragement to take active leadership roles at the state level. Members of his team serve as volunteers for committees and have served on the Board of Directors.
- Consistently provided financial support to FCPA, helping to keep the organization fiscally strong. Even during our recent lean years, his career center has found ways to donate to FCPA through the President's Council while serving as an example to his colleagues at other state universities.
- Consistently acted as FCPA's advocate and voice to the other state university directors by promoting not only the need for financial support but also the need for commitment to involvement.
- Personally served on the Board of Directors for FCPA from 2001-2006 in the capacity of Member-at-large and Treasurer.

Jeff is quiet, reserved, and never one to seek the limelight. Over many years he has served as a corner stone in the foundation of the Florida's Career Development field. He has unselfishly contributed to FCPA while encouraging others to seek career growth and leadership opportunities offered by our State association. He is a true leader who is developing the next generation of career professionals for Florida.



Dear FCPA Friends,

It would be an understatement to note that I appreciate the honor of being selected as the 2007-2008 Brownlee Award winner and thank you all. As noted during the award presentation, there are many professional associations competing for our time and resources. However, FCPA is very special in that it represents employers and career services professionals throughout Florida. Participation in FCPA provides opportunities to exchange information with our college and university colleagues representing all types of institutions ranging from public and private universities to small colleges and community colleges. Also, our membership includes new professionals as well as experienced administrators.

I very much appreciate our FCPA traditions including strong programming, professional networking opportunities and frankly the enjoyment of some of our annual conference activities including fun runs, volleyball and the evening banquet. We should never take our profession for granted and we certainly are fortunate to live and work in the beautiful state of Florida. FCPA represents a blend of our profession and State. Let's all continue to support FCPA with the motto "Keeping Florida First". Once again, thanks to the FCPA Board for their leadership and all FCPA members for their support of this special professional association.

CONGRATULATIONS TO THE 2008 AWARD WINNERS

NEW MEMBER AWARD – JENNIFER BROWNING

The winner of the FCPA New Member Award has served as the Conference Registration Chair for FCPA's annual conference for the past two years. Next to the Conference Chair, this position is one of the most time-consuming and important positions on the conference planning committee. In addition to the obvious role of registering everyone in advance for the conference, collecting the conference fees, and managing the onsite registration process, this position entails a great deal of planning and coordination with the FCPA Information Management Director to make sure the online registration process runs smoothly.

This year, the planning and coordination also included implementing an online payment process and Jennifer played an integral role in helping to launch this new process. She spent a considerable amount of time making sure the registration and payment process would run smoothly and I think that the FCPA membership has found the end result to be easy to use and efficient. Jennifer has made a very significant contribution to FCPA in the few years that she has been involved with the organization and she exhibits the characteristics of a future FCPA leader.



STUDENT OF THE YEAR – CEDRIC NABE

This year's FCPA Student of the Year first came to Florida State University in 2004 from Geneva, Switzerland on a full scholarship for track and field. He was the team captain in 2005-06 and a two-time member of the National Championship Team in 2006 & 2007. Even though he excelled in the sport, he was also very interested in computers. At FSU, he chose Computer Information Technology as his major.

Cedric Nabe interned as an application developer for two semesters at Hospital Corporation of America (HCA). He worked closely with the company's project manager to identify the needs and requirements of an IT application that would improve the company's project management. He designed diagrams that showed how the data were going to be stored, retrieved, and managed. All of this work paved the way for the design of the Project Registry database. Cedric was asked to return to HCA for a second semester in order to complete the creation of the Registry that will serve all of the company's north Florida division.

In his spare time, Cedric has been developing the software application- SportLog- that he hopes will soon revolutionize the way coaches and student athletes interact and track their progress. Because of the project, Cedric received the Florida State University Undergraduate Research and Creative Activity Award and used the award money to conduct additional research, secure a website domain, and apply for a copyright.

Just a few of Cedric's other accomplishments include being the first in his family to obtain a college degree, he was selected to the World Junior Championship for the Swiss track and field team in high school and is currently in training and competition for this year's Olympics. He was the recipient of the Golden Torch Academic Award which is awarded to the athlete with the highest GPA. Cedric was a part of the 4x100 meter relay team that broke FSU's school record. He joined the Association of Information Technology Professionals in the fall of 2006 and has served as the president of the FSU chapter from 2007 to the present.

When Cedric was asked what was most important or valuable about his internship, he replied "teamwork. I have learned so much about knowing how to adapt myself in different situations." His response when asked why he thinks he's successful was, "I honor my commitments by working hard and never giving up on my goals."

SUMMARY OF THE 2008 ANNUAL BUSINESS MEETING

JUNE 19, 2008

ANDREA ALFANO

NAPLES GRANDE BEACH RESORT

Board Reports

President's Report- Dona Gaynor reviewed this year's goals:

- FCPA has become and incorporated organization. We are still currently working on obtaining tax exempt status; this should take about 6 months to receive this recognition.
- Our new member numbers have increased this year due to the hard work of Sandy Jakubow, Membership Director, and the Membership Committee.
- After reviewing the FCPA membership categories, we have proposed and passed an amendment adding and "affiliate member" category. This will allow professionals who are not necessarily career services or recruiting to join, e.g. 3rd party recruiters, faculty members, etc. These members will not have voting privileges. We have also formalized our Graduate Student category.
- The board has revised the Student of the Year Award process to make it easier for applicants and also more competitive. We have also implemented New Member award.
- An amendment to revise several board member job titles and descriptions was proposed and passed. This revision of duties will distribute tasks more evenly among board members.

Treasurer's Report- Dona Gaynor reported that as of the business meeting, revenue was down a little this year. We have taken in approximately \$38,600 with total expenses estimated at \$36,878.50. Our reserve balance is approximately \$31,138.00 with an actual bank balance is approximately \$57,207.00. The FCPA bank account is balanced.

Secretary Report- Andrea Alfano reported that the membership numbers for 2008 are consistent with those from the previous year with a slight increase in employer members. As of the conference, there were 281 members (99 new members and 182 renewing members).

Membership Report- Sandy Jakubow reported that the membership committee recruited 99 new members this year. The committee incorporated strategies including mailing recruitment letters, targeting employers in SW Florida Region, placing outreach calls to members of the Naples Chamber of Commerce and the Ft. Myers Chamber of Commerce, and conducting phone call/email blasts. They also promoted FCPA to employers by distributing Employer Spotlight flyers to employers at the Statewide Job Fair in May.

Information Manager Report- Lindsey Katherine reported that our credit card payment implementation had been incorporated into the website. There were not as many credit card payments as anticipated, but she expects them to increase next year. The last *Connection* was the biggest in terms of articles submitted by our members. A reminder that the online database is available to members; the log in ID is "fcpa" and the password is "brownlee."

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Amendments to the FCPA Constitution

This year, the FCPA President's goals included updates and changes for the organization that required Constitutional changes. These changes included updates in language used, membership categories, executive board positions, committees, and dues. The constitutional changes reflect a great deal of exciting progress for our organization! The Amendments were presented during the annual business meeting and each one was voted on and approved by the membership present. Because of the length and depth of these updates, the specific amendments can viewed in their entirety on the FCPA website: <http://www.fl-cpa.org/constitution.html>

FCPA CONFERENCE HIGHLIGHTS

FCPA members came together for the opportunity to network, showcase best practices, learn from each other, and have some fun! This year's annual conference was held at the *Naples Grande Beach Resort* and how grand it was! There were 107 members in attendance this year; a positive turnout considering the budget problems felt across our state. Seventy-eight college members, 25 employer representatives and 3 exhibitors gathered together for three days of fun including presentations from fantastic guest speakers, informative breakout sessions, spirited recreation events, incredible door prizes and excellent food!

Florida Career Professionals Association

Keeping Florida First: Leveraging Strategic Alliances

June 18-20, 2008 - Naples Grande Beach Resort



What annual FCPA conference would be complete without the recreation activities? Once again, our members had a great time participating in the Fun Run and Employer vs School Volleyball game!



CONFERENCE EVALUATIONS

The evaluation surveys are in and it's clear this year's FCPA conference was a success. We had 35 schools represented and 16 employers/organizations at this year's conference. Thanks to all of our survey participants we are happy to report an 82.5% survey response rate (85 out of 103 conference attendees). Clearly a sign that FCPA members are in it together! The feedback collected from the survey will be reviewed by the Board of Directors and Conference Committee members. It will also be passed on to Andrea Alfano as she leads next year's conference committee on planning the 2009 FCPA Conference in Orlando. Below is a summary of the survey results.

The overall conference was rated either Excellent or Very Good by 92% of respondents (an average of 4.5 on a 5-point scale), while the beautiful Naples Grande Resort, this year's conference location, received an average rating of 4.8. The breakout sessions received an overall rating of a 4.2 with the top breakout session being the "Hiring Foreign Graduates in the U.S." with an average rating of 4.75. The next top two sessions with a 4.55 average rating: "The State Department and Federal Agencies" and "It Takes a Village: Strategic Partnerships to Enhance Student Learning in a Career Planning Class".



The meals, receptions and special events all received positive ratings. The three top-rated events were The Sunset Banquet (4.61), The President' Reception (4.45), the Opening Keynote Speaker, Mr. Phil Gardner's presentation on "Recruiting Trends" (4.15). The new Employer Spotlight initiative was very well received with an average rating of 4.07 with some commenting that this was a great idea.

Most of the survey respondents reported having met their goals for the conference, some of which included networking, learning about best practices to bring back to our campuses and catching up with old colleagues. Respondents provided a few suggestions for next year's conference, including bringing back the New Member Orientation, more networking opportunities, and adding a career panel.

The overall event was well received and many shared comments on how much they enjoyed the hotel location, how beneficial the networking was and how informative the breakout sessions were. In addition, the conference planning committee was acknowledged by various respondents for doing such a fantastic job. We look forward to seeing you at next year's conference!

*On behalf of the Evaluations Committee
Alicia Smyth, Evaluation Committee Chair
Ommy Cruz, Evaluation Committee Member*

QUICK LINKS TO INFORMATION YOU WANT

- ◆ More **candid photos** from the 2008 annual conference will be available soon in the photo gallery under the Annual Conference page.
- ◆ 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 2008 conference can be found on the **FCPA Resource Room** page at www.fl-cpa.org/resourceroom.html.

FROM OUR MEMBERS

The Johnson Career Initiative Targets Students with Disabilities at Florida International University

Through a generous grant from the Theodore R. and Vivian M. Johnson Scholarship Foundation, the Career Services Office (CSO) and Disability Resource Center (DRC) in a joint venture at Florida International University (FIU) have developed the Johnson Career Initiative directed at the career planning needs of students with disabilities. This program is the first of its kind at FIU and one of the first models of collaboration in the country.

For students at FIU, this innovative collaboration between offices aims to provide seamless access to all of the resources of the CSO for students with any disability. In addition to addressing the needs of students, the Johnson Career Initiative also seeks to identify disability-friendly corporations and organizations to actively recruit at the university during semi-annual career fairs. Through the initiative, information and training will be offered to students and recruiters regarding the provision of accommodations for interviews, resumes, and career related-events.

Currently, the CSO presents a full array of career planning and job search resources including walk-in appointments with Career Coaches, resume critiques, mock interviews, employability skills and soft skills workshops, career counseling, online job searches and resume postings, career library and internship information. Through the Johnson Career Initiative each of these resources has started the process of being evaluated with regard to their accessibility and will be up-graded to insure seamless access for all students. The benefit of this work directly impacts the student population at FIU and works to ensure the best quality resources for our students. The Director of the DRC, Amanda Niguidula shared that the focus of the program is “on exploring, identifying and fostering various mechanisms that compliment and enhance the manner in which we relate to students so that all students are effectively served.”

In addition to the aforementioned resources the CSO and the DRC have partnered together though

the Johnson initiative to present and promote specialized events that reach out to the student community. A workshop titled “Fact, Fiction and Faux Pas in Protocol, Etiquette and Business” featured a former protocol affairs officer from Los Angeles County, California and focused on the development of etiquette in recruiting and interviewing. The CSO and DRC again partnered with the Greater Miami Society for Human Resource Management and the Miami Dade Business Leadership Network to plan and present the “Diversity for Dollars Job Fair.” A huge success, this program allowed the FIU community to showcase its commitment to student diversity through collaboration with the greater Miami-Dade community while proactively promoting employment opportunities for FIU students. Additionally, a week-long programming series was also held in the DRC and included open forums to address student needs and concerns, targeted workshops on resume writing, cover letters, interviewing skills and an overall introduction to the CSO, as well as an information session hosted by the State of Florida Department of Vocational Rehabilitation featuring assessment services, funding, and workplace accommodations. These areas of programming continue to be successful for our students while fulfilling goals of the CSO and DRC and the Johnson Career Initiative.

By incorporating the concepts of accessibility and universal design into the training of the Career Services staff, the Johnson Career Initiative provides sustainability to this effort. According to Lenroy Jones, Director of the CSO, “This sustainability component is singularly important to the Johnson project. Our aim is to provide more than one-time assistance to one student by insuring that any staff member can offer our services to any student no matter the disability.” This paradigm of sustainability not only focuses on the success of the program, but focuses on the success of the individual student.

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In conclusion, the CSO and DRC at FIU will continue to collaborate and develop innovative strategies that impact and provide access to all FIU students. Over the next few months, the CSO and DRC will release the 2007-2008 Johnson Career Initiative Annual Report, which will help set benchmarks and strategic planning initiatives for the upcoming year. These benchmarks will be

used to set goals and continue developing the most appropriate, seamless, and creative strategies for the students at FIU. The Johnson Program has not only created a partnership between offices it has bridged the dreams of opportunity and access for so many students at FIU.

Article Contributed by:

Yisell Cirion, Coordinator, Career Coach Johnson Career Initiative
Judith Antinarella, Assistant Director, Johnson Career Initiative
Brad Shuck, Associate Director, Career Development and Management
Career Services Office at Florida International University

SoACE Conference - December 7-10, 2008



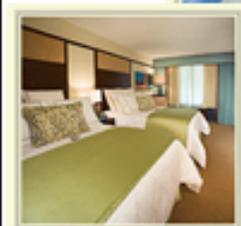
Disney's Contemporary Resort
Lake Buena Vista, Florida

Want to be a part of the next Connection? This newsletter is a great way to communicate with FCPA members, so why not educate the membership on exciting new happenings in career services or recruiting by writing a brief article?! The Fall deadline is Nov. 2 - start writing!

informationmanagement@fl-cpa.org

**FCPA
2009**

**June 16-19
Orlando**



PRESIDENT'S COUNCIL

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!

PRESIDENT'S SPONSOR (DONATIONS OF \$2,000 OR ABOVE)

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Florida Institute of Technology SunTrust Bank

Target

SILVER (\$100 - \$499)

Eckerd College

Manatee Community College

Rollins College

Seminole Community College

Sherwin Williams

The University of Tampa

Webber International University

BRONZE (UP TO \$99)

Embry-Riddle Aeronautical University

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