



President's Message

By **Lindsey Katherine**, 2010-2011 FCPA President

Over 90 career service professionals and employers Let the Sun Shine In as they joined us for our 45th annual FCPA conference in Sunny Isles. Overall, the conference was a great experience, packed with top notch programming; from breakouts offering continuing education units to uplifting and inspirational keynotes, and successful roundtable topical sessions. The President's reception brought a great deal of laughter with the 70's themed costume contest, and even tears as we took a few moments to remember our 2009 Brownlee winner and long time FCPA member, Jane Colson, who recently passed away. The conference location served as a great location for beachside views and successful recreational activities including the traditional fun run and volleyball tournament!

I would like to extend a very sincere thank you to all of the conference committee members for dedicating your time and energy to ensure that this year's conference was a success. A special thank you goes to the program committee for leading us in the CEU application process to add value to the conference breakouts for some members, and for creatively finding ways to incorporate the large number of high quality programs, including roundtable sessions and the employer spotlight. In addition, I would like to thank Dawn Howard and her President's Council committee for exceeding our fundraising goals! Our President's Council sponsors are essential to the conference budget, and you'll also find a complete list of these generous organizations in this newsletter. Thank you!

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The fall meeting for the FCPA Board of Directors will be held in August, hopefully in Clearwater at the Conference site for 2011 which will be announced soon. We have several new members on the board this year and I would like to welcome Susan Urrutia, Imani Fredricks-Lowman, Lisette Guillen-Dolby, Alicia Smyth and Jennifer Zeigler. A complete list of the current Board of Directors is provided at the end of this newsletter. I would also like to take this opportunity to thank Dona Gaynor, Sandy Jakubow, Amy Kleeman, Toni Briley, and Heidi Harkins for their recent service on our board. Each of these individuals retired from the board this year and we would like to extend our sincere appreciation for their hard work over the years!

I am honored to serve as the FCPA President this upcoming year and look forward to working with such an outstanding group of committed and talented volunteers as we continue to Keep Florida First. Please feel free to contact me if you have any questions or ideas for our state association.

Lindsey 

Thank you to committee chairs & exhibitors!

Committee Chairs:

Conference Chair – Lindsey Katherine
 Program Co-Chairs – Mark Colvenbach & Elizabeth Boggs
 Registration– Candace Pinataro
 Awards – Dona Gaynor
 Recreation/Decorations– Jennifer Bielen & Misty Seybert
 President’s Council – Dawn Howard
 Vendors and Resources – Jennifer Jacoby
 Door Prizes – Lisette Guillen-Dolby

Evaluation – Ommy Pearson
 New Member Orientation – Sandy Jakubow
 Photographer –Elizabeth Farney
 Local Information – Amy Diepenbrock & John Moriarty

Exhibitors:

CareerShift
 Florida Surveying & Mapping Society



Highlights from the 2010 Business Meeting

By Tracy Joinson, 2010-2011 FCPA Secretary

We're not sure whether it was the eggs and coffee or the opportunity to second a motion, but everyone seemed to be up early and ready for our annual Business meeting when we were called to order at 8:22 am.

Each year, the president of FCPA sets goals for the board to accomplish in the coming year. Ray Rogers, now our past president, reviewed each of the goals, some of which included:

- A thorough review of our Constitution, which resulted in ten constitutional amendments being proposed, all of which will help to better reflect our organization's current status.
- Online membership renewal, albeit not without some technical difficulties, but we are on-target for the next renewal cycle since technical issues seem to have been resolved.
- Due to the leadership of our Professional Development Director, Mark Colvenbach, we offered additional educational programming during the year with a free webinar on combining the Strong & MBTI.
- Offering CEUs at our annual conference. Members can obtain CEUs through both NBCC and HRCL.
- We are now earning interest from the organization's reserve funds.

Speaking of funds... as of the Business meeting, our reserve sits at approximately \$38,000, of which, \$20,000 is in a short term CD, and \$10,000 is in a money market account.

Druing the Information Management Director's report, Eric Hall reminded us to let him know about career fair dates so he can post on our website. Additionally, he let everyone know that because of the website redesign, members can now update their own record/contact information. New members should be sure to indicate who referred them so that the referring member will be eligible for a great prize.

Membership numbers in FCPA fell in 2010, from a total of 251 in 2009 to 191 in June, 2010. There was a decline in all membership categories over the past year. Our decline in membership numbers over the past couple of years mirrors that



of the nation's economic decline, so although it is not surprising, we will continue to work towards growth.

The board proposed, and the membership voted to accept, the following slate to replace board members whose terms ended this year:

Vice President, Amy Diepenbrock

Secretary, Tracy Joinson


Treasurer, Laurie Ragsdale

Membership Director, Jennifer Ziegler

Two-Year College Member (now known as Community/State College Member), Lissette Guillen-Dolby

Employer Member, Susan Urrutia

Lindsey Katherine, the current Vice President will become President, and of course Ray Rogers, will become our past president. We owe a special thanks to Ray Rogers and Dona Gaynor for the "extra round" they spent on the board when we were in need.

Everyone is always eager to hear where the next conference will be held, so Amy Diepenbrock, our new VP and Conference Chair, let us in on the secret with an announcement that the board is looking at the Clearwater area, however we do not have details yet since we are still in discussion with several hotels. Stay tuned for more conference 2010 details. 

Brownlee Leadership Award


Congratulations to Mike Tooke, the 2010 Brownlee Award Recipient!

By Donna Gaynor, 2010 FCPA Past President

This award is annually presented at our conference in June. The award, established in 1987, serves as an ongoing memorial in recognition of John Brownlee and his dedication and commitment. In John's 10-year involvement with FCPA, he served as a board member and as President. He brought tremendous energy and enthusiasm to our organization. Those who knew John, knew of the high standards he practiced in both his personal and professional life. He found time to be active professionally, socially, and in the community, but always kept family as his number one priority. He was honest and truthful. He was a leader and an achiever.

Mike Tooke served for several years on the FCPA Board first as the Career Services Representative then as Vice President, President and Past President. He helped lead the Association through some rough financial times and was the voice of reason during many heated debates and discussions. Mike was instrumental in recruiting new employer members to FCPA as well as promoting the Association to the directors of the large State Universities and encouraged them to support and participate in FCPA. Mike's dry wit and self-deprecating sense of humor always helped make Board meetings more enjoyable and fun.



In her nomination letter, Myrna Hoover wrote, "Mike has not only served on the board, been an effective President but he has been active in FCPA even when he did not hold an official "role/title." One of Mike's major contributions to FCPA was to recruit employers to be members as well as look at new members as volunteers. He consistently encouraged involvement and praised others for their contributions. For as long as Mike has been with USF, whenever funding allowed, he has attended conferences and made a commitment to this organization. Similarly to the way John Brownlee made his family his priority, Mike has also shown his commitment to those special people in his life. " 

Brownlee Leadership Award Recipient: Response

Thanks!


Mike Tooke, University of South Florida

I want to extend my thanks to the Board of Directors and all of our FCPA members for this kind recognition and award. During my almost 15 years with FCPA I've always been very proud of our association. My involvement with FCPA started out with volunteering for various committees, then chairing committees, and eventually serving on the Board for several years in a variety of roles. I know many of you are following a similar path as time and resources permit, and I applaud your efforts and many contributions.

I also extend my appreciation to Dr. Drema Howard, Director of the USF Career Center for her support, for without her guidance and providing resources I would not have been able to take on the various leadership positions I served in with FCPA. The support of our career center directors and employer HR managers/senior recruiters, allowing us to volunteer and to attend FCPA conferences is critical to the success of the association. It was also a special pleasure to receive this award from Christy King, who, along with our other Brownlee Award winners present at the conference has done so much over the years for FCPA.

Congratulations to Ray, Dona, and the outgoing FCPA Board, and to Lindsey and her committee members for a super 2010 conference. I wish the very best and much success for Lindsey and our new Board of Directors for this upcoming year.

In closing, I would like to share with everyone that my greatest enjoyment in participating in FCPA has always been the opportunities to work with our members. You are professionals, and you are special. You make a difference in the lives of the students and graduates we work with, and this does not go unnoticed.

Thanks again. I am very appreciative of this award, and of your thinking of me. I hope you all have a wonderful 2010-11 school and recruiting year. 


Reflection

By Christy King, Seminole State College of Florida

I was so pleased to have the honor of awarding this year's John T. Brownlee Award to Mike Tooke from the University of South Florida. Mike has contributed to FCPA in many ways throughout the years. He has served on the board, planned a conference, and been an effective President.

One of Mike's major contributions to FCPA were his efforts to actively and successfully recruit employers into the organization, as well as, engaging new members in volunteer efforts which contributed to the association's success. Mike was always ready with praise and showed great appreciation for efforts put forth by others.

I have many personal memories of working with Mike on the FCPA board. His concern and support were a pillar of strength when solving issues and moving initiatives forward. In addition, similar to John T. Brownlee, Mike has always shown his commitment to those special people in his life by maintaining a balance between career and family.

Mike was an excellent choice for this year's recipient of the John T. Brownlee Award for his long standing work with FCPA and his continuing contributions to the career services field, which have and will continue to have an impact on the lives of those around him. 

2010 FCPA New Member Award

Congratulations to Lisette Guillen-Dolby from Seminole State College


By Donna Gaynor, 2009-2010 FCPA Past President



The winner of the FCPA New Member Award for 2010 was Lisette Guillen-Dolby of Seminole State College.

Lisette has been a member of FCPA since 2007 and has been very active as conference volunteer and conference presenter. She has worked on the Door Prize Committee for the conference for the past three years and this year served as the Chair of the Committee. Lisette is very active professionally on campus at Seminole State College and has taken a leadership role in the Community College and Technical Center Consortium.

Her nominator, Christy King wrote "As a young professional, Lisette has just begun contributing to the Career Services area for Florida. Her initiative, competency, strong work ethic, understanding of technology, and ability to relate to students make Lisette one of Florida's new leaders for now and in the future."

Lisette will be further demonstrating her leadership skills as she becomes the new Community/State College Member on the FCPA Board. 

2010 FCPA Student of the Year Award

Congratulations to Brittany Joiner-Florida State University

By Donna Gaynor, 2009-2010 FCPA Past President




The 2010 FCPA Student of the Year Award went to Brittany Joiner, a Media/Communications major at Florida State University. Brittany was nominated by Kawana Williams, her supervisor at the FSU Career Center. Her dedication to the

FSU Career Center has proven her to be an outstanding leader as evidenced by her work in the internship program. She has also shown leadership ability by representing her school as the Vice President of Finance for FSUnited and Historian of FSU's Legacy.

Her professional achievements as related to her major include serving as a mock interview mentor in the FSU Career Center in 2007 and continuing for two more semesters before applying and being accepted for an internship role at the Career Center.

Her personal achievements include Gold Medallion Bright Future Scholarship Recipient, Dean's List since 2006, several internship positions including WCTV, WFSU, and the FSU Career Center, as well as receipt of the 2010 Outstanding Student in Media/Communication Studies for the College of Communication at FSU. She has shown personal characteristics through community service projects beginning in 2006 where she volunteered on the Hunger Hotline. She has also volunteered with Capital City Youth Services and Ronald McDonald House as well as the Tallahassee Museum of Natural Science and History.

This exceptional young woman exceeds the qualities worthy of the 2010 FCPA student of the Year Award and FCPA is very proud of her accomplishments. 

Jane Colson Remembered at FCPA

By Ray Rogers, 2010-2011 FCPA Past President

During the President's Reception at this year's FCPA conference, Jane Colson's life and contributions were honored. Jane lost her battle with breast cancer in early June, just a couple of weeks before the opening of the FCPA conference. Pink ribbons and pictures of Jane were passed out to members in what was hoped to be a positive way to remember and honor one of FCPA's most dedicated supporters.

Ray Rogers, president of FCPA, and Tim Harding, representing the Colleges of Central Florida Career Consortium, each spoke to the membership about Jane's contributions and friendship in what became a very emotional moment for everyone in the room. "For those of you who knew Jane Colson, you know how much she hated public attention and being in the spotlight... and would know how uncomfortable she would be if she knew we were again honoring her in such a public way." said Ray as he began his prepared comments for the evening. "For those of you who didn't know Jane well, know that she embodied the heart and spirit of FCPA. Jane never missed an annual conference and this President's Reception was always a highlight for her."

During her 7-year involvement in FCPA, Jane served twice as the conference program chair, served as logistics chair in 2007 and chaired the exhibitors committee in 2008. Jane also served as President of the Colleges of Central Florida Career Consortium, served as the 2007-2008 chair of the Tampa Bay Beaches Chamber of Commerce Board and was a member of the Madeira Beach Planning Commission from 2003 until 2005. She


was recognized in 2006 by Soroptimist International, an organization of professional women dedicated to enhancing the lives of women and girls. Most of



all, Jane was loved by her students at Eckerd College and played a vital role at that campus since 1989, starting as an administrative assistant in Eckerd's Development Office, eventually becoming the Director of their Career Center in 2005.

For these and so many other reasons, at last year's conference, FCPA presented Jane Colson with its highest honor, the Brownlee Leadership Award. Those who were in attendance at last year's Awards Luncheon, saw just how surprised but honored Jane was to have received this recognition.

In honor of Jane, both, FCPA and the Colleges of Central Florida Career Consortium, donated over \$1,000 to organizations identified by Jane's husband, Suncoast Hospice and the Susan G. Komen for the Cure Foundation.

In loving memory of Jane, the evening ended in a formal toast to one of the association's bright lights whose contributions and friendship we will always cherish. 

2010 FCPA Annual Conference Evaluation Update

Ommy Pearson, *Evaluation Committee Chair*

Alicia Smyth, *Evaluation Committee*

A preliminary review of the conference evaluation shows that this year's attendees greatly enjoyed this year's events. Attendees included representatives from 19 colleges/universities and 8 employers/ exhibitors. At this time we have a 60% response rate (50 out of 82 attendees).

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 Amy Diepenbrock as she leads next year's conference committee on planning the 2011 FCPA Conference in Clearwater Beach. Below is a summary of the survey results.

The overall conference was rated either Excellent or Very Good by 72% of respondents (an average of 4.5 on a 5-point scale), while the Newport Beach Resort and Spa, this year's conference location, received an average rating of 3.22 (out of 5.0).

We received positive responses on the addition of CEU sessions (NBCC and HRCI) with 57.1% of respondents indicating that they attended at least one of the CEU sessions and 14% indicating that these sessions affected their decision to attend the conference.


The breakout sessions received an average of a 3.90 with the top breakout session being the "Immigration 101: What Happens When I Want to Hire an International Candidate?". The next two highest rated sessions included "Where the Jobs Are: The Key to Federal Employment" (4.36) and "Shining Light on Career Development for Special Populations" (4.30).

The meals, receptions and special events all received positive ratings. The three top-rated events were the President's Reception (4.27), the Banquet (4.28) and the Awards Luncheon (4.18). The new Roundtable initiative was very well and received an average rating of 4.11 and were thought to be some of the most effective or useful areas of programming for this year's event. The two leading roundtable topics were a tie between "Social Media Sites" and "Teaching Students Professionalism".

Most of the survey respondents reported having met their goals for the conference, some of which included professional development, networking, learning about best practices and reconnecting with colleagues from across the state.

Respondents provided a few suggestions for next year's conference, including adding another roundtable session, having additional recreation events and adding a one-day conference registration option.

The overall event was well received and many shared comments how good the quality of the event was, including comments on the relevancy and usefulness of the breakout sessions. Kudos were also given to the planning committee by many respondents for a job well done.

We look forward to seeing you in Clearwater next year! 

Shining the Light on Career Development for Special Populations:

A Personal Perspective

By Darren Gregory

I was recently given the opportunity to present at my first professional conference. This article will focus on my impressions of that experience. I have been a Career Coach with the office of Career Services at Florida International University (FIU) for the past 14 months. I was asked if I would be interested in submitting a presentation to be considered for Continuing Education Unit credit at the Florida Career Professionals Association (FCPA) Annual Conference. At first I was intimidated with the idea of giving my first professional presentation. However, after careful consideration I decided to take on the challenge.

The single biggest challenge for me was to condense 14 months of work into a 45-minute presentation. However, after stripping it down I decided to approach my presentation from both an academic and personal point of view. In consultation with my colleagues and bosses I came up with the title "Shining the Light on Career Development for Special Populations." I strongly believe that this title reflected exactly what I've been working on for the past 14 months. It was also an opportunity to represent a perspective that doesn't often get showcased. The disability community often gets overlooked with very little emphasis being placed on their individual needs as well as their abilities. I also took the opportunity in my presentation to discuss the basic principles of the Americans with Disabilities Act (the ADA) and many myths and facts regarding employment of people with disabilities. My presentation also addressed what I believe are the essential ingredients for being an effective career coach for this specific targeted population. This presentation resonated with me on two levels – (1) as a new professional I was honored to be selected to present at this statewide conference and for my presentation to be approved as a CEU by the National Board of Certified Counselors; and (2) as a person with a disability to represent the community that I am so passionate about helping.

It is because of my own personal struggle as a black man with a physical limitation and the fact that it took me two years after receiving my Master's Degree from FIU to become employed, that I can identify with the plight of this population. It is a positive step in my opinion for the FCPA to have the foresight to want to address issues that this special population faces in striving for inclusion and success.

After this presentation I realized that I was given a unique opportunity to present to both new professionals as well as seasoned veterans in the career development arena. I considered this unique because I am a person with a disability presenting on issues related to people with disabilities. It was the culmination of a dream for me to present on this topic for a couple of reasons: 1) disability issues are often not addressed in the professional arena; and 2) as a person with a disability myself, this was an opportunity to illustrate the obstacles that we face daily and for me to address these issues in a clear and concise way.

It is my sincere belief that anyone who is privileged to work in an environment where there is an opportunity for professional and personal growth, that's when your best work is done. 