
FLORIDA CAREER PROFESSIONALS ASSOCIATION CONNECTION

KEEPING FLORIDA FIRST

SPRING 2006

PRESIDENT'S MESSAGE

The nature of my job, along with serving as your president, provides me many opportunities to talk to FCPA members. Every time I do this I am reminded of how much I enjoy working in this field. I appreciate being able to work with you as career services professionals. Of course an added bonus is that you are also fun to be around. The students you serve know this as well – whether you help them out with career planning or doing a job search; you recruit employers for your school; or serve as an employer hiring them for that internship or first full-time professional job. You empower them and help them succeed, and your efforts do not go unnoticed. Well done.

I am equally proud of our association and the work being done by your Board of Directors. FCPA is regarded as one of the premier state associations for career professionals in the nation. This is evidenced by the calls I receive asking about our organization, and I am also reminded when I have occasion to represent FCPA at various functions like the recent SACE annual conference held in Miami in December.

Our state association had the strongest membership of all the state associations represented at this conference. There are 88 SACE members from Florida, leading the way in terms of having the most members of the ten states that comprise SACE. As the host state for this conference, our association provided a table with refreshments in the lobby of the hotel for the participants as they were checking in. I would like to recognize and thank Dana DellaCamera from FIU for organizing this service. Conference attendees were provided with Cuban coffee and desserts, and a warm welcome to Florida on behalf of FCPA. Thank you also to the 35 FCPA members who turned out for our state association breakout session at the conference.

Our most recent FCPA Board of Directors meeting was held January 19-20, and hosted by Andrea Alfano, Director of Career Services at Webber International University. At this meeting we revisited the goals I had set for the year, and reviewed our financial and membership data. We are on solid footing, and more detailed information is included in this newsletter via updates from our Treasurer and Secretary. Ray Rogers, our Information Manager provided a progress report on our archive project (storing historical records and planning documents on the web for access by Board members), and proposed some ground rules for FCPA broadcast e-mails that were adopted (this service to be available for use only by FCPA members, and no posting will be permitted involving sales of products or services). At this meeting we also drafted a 2007 slate of officers to fill vacancies on the Board due to term expirations. This slate will be submitted to the membership for consideration at the business meeting at the 2006 conference. Our constitution also permits the president to make appointments, with approval by the majority of the Board, to positions vacated prior to the normal expiration of a term, and I will be submitting my nomination to replace Patrick Madsen as our Membership Representative. We also

Continued on next page...

AWARD NOMINATIONS

The Florida Career Professionals Association presents two annual awards to outstanding members or our association. For application instructions and criteria for these awards, please visit the awards page of the FCPA website at:

www.fl-cpa.org/awards.html

BROWNLEE LEADERSHIP AWARD

Nomination deadline is April 28

In honor of John Brownlee's dedication and commitment to FCPA, this award has been presented at our summer conference annually since 1987. The award recognizes an outstanding individual of our organization who has made a contribution to a specific program, project or activity within FCPA or professional contribution to the career/recruiting field.

STUDENT OF THE YEAR AWARDS

Application Deadline is April 28

The Student of the Year Awards are presented each year at the annual conference in the following categories:

- ◆ Co-Op Student of the Year
- ◆ 4 Year College Experiential Student of the Year
- ◆ 2 Year College/Technical Center Experiential Student of the Year



President's Message continued...

discussed our student and member leadership award programs and I encourage both our college and employer members to take the time to submit nominations for these awards. Student winners receive a \$300 scholarship on behalf of FCPA.

At this Board meeting we narrowed our search for our 2007 annual conference site. We're going to Daytona Beach, and your leadership will provide further information on this event once we have finalized the hotel contract and other arrangements. Of course the highlight of the meeting was Dee Dee's update to the Board on how plans were progressing for our 2006 conference.

As this will be my last newsletter as your president I would be remiss if I did not publicly thank all the members of the Board of Directors for their efforts and support during my tenure. FCPA is doing well and this is a result of their hard work. The workload gets shared and everyone comes up with amazing ideas on how to make the organization stronger and how to better serve our members. There are two members whose terms expire this year and who will not be returning to the Board that I would like to acknowledge, as we owe them a special word of thanks. Dr. Jeff Garis, Director of Career Services at FSU, thank you for your services as our Treasurer these past few years and for the sound counsel and guidance you have provided as a highly respected member of the Board. Christy King, our outgoing Past President, thank you for all your years of service in leadership positions with FCPA. You both have truly made a difference, and you will be missed.

The theme for our 2006 annual professional development and networking conference is "Looking to the Future." Last year we celebrated our 40th anniversary, and as part of the program we looked back at our history and past accomplishments. This year it is only appropriate that we look ahead to the future. During the past several months the economy has ramped up and I know everyone feels this in their jobs – we're all really busy. The conference will provide a forum to network with each other, as well as to get energized for what promises to be another exciting year. Keynote speakers and many of the presentations are targeted at both personal and professional development to help us meet the day-to-day challenges that we face in our work. We're excited about this conference and this newsletter focuses on providing you with information on the program. Thanks to those of you who have submitted presentation proposals, and to the 30 FCPA members who have volunteered to serve on the various conference planning committees that Dee Dee has put together.

Have a great summer. See you at the Vinoy in St. Petersburg in late June. Keep up the good work in serving the college students of Florida and "Keeping Florida First". Your participation in FCPA is highly valued. It is an honor to serve as your president.



Mike Tooke

FCPA President

TREASURER'S UPDATE – JEFF GARIS

Of course, this time of year, our FCPA bank account is very dynamic rather than static with receipt of new membership dues payments, contributions to President's Council and we are just beginning to receive conference registration payments. At any rate, as of April 5, 2006 our balance in the FCPA SunTrust account is \$24,874.17. It should be noted that we have already paid a \$6,000.00 deposit to the Vinoy Resort for our Annual Conference so the FCPA balance is very solid.

QUICK LINKS TO INFORMATION YOU WANT

- ◆ Conference information and updates, including breakout session descriptions, hotel information and conference registration, can be found under the **Annual Conference** page at www.fl-cpa.org/conference.html.
- ◆ Brownlee Leadership Award and Student of the Year Award nomination/application information and criteria can be found under the **Awards** page at www.fl-cpa.org/awards.html.
- ◆ Updated membership directory information can be found under the **Member Resources** page at www.fl-cpa.org/members.html.



PROPOSED CONSTITUTIONAL CHANGES

During the January board meeting, the Board of Directors agreed to recommend the following two constitutional revisions for approval by the membership during the Business Meeting at the June conference. Please carefully review these recommendations.

Proposed Amendment 1: Section III. Membership, Item A, Number 3.

Current Wording:

Honorary Lifetime Members are those who have made a notable contribution in the field of cooperative education or career services, or to the Association, and are so elected by the Executive Board. All past presidents of the Association shall be honorary lifetime members.

Proposed Wording:

Honorary Lifetime Members are those who have made a notable contribution in the field of cooperative education or career services, or to the Association, and are so elected by the Executive Board. All past presidents of the Association and Brownlee Award Winners shall automatically be made Honorary Lifetime Members.

Rationale: Being that Brownlee Award Winners have demonstrated a high level of commitment and dedication to the Association, and since the Brownlee Award is the highest award offered by FCPA, their continued recognition as an Honorary Lifetime Member should be made automatic, without requiring a special vote of the Board of Directors.

Proposed Amendment 2: Section VII. Dues, Item A

Current Wording:


The annual dues of the Association shall be \$50 per individual or \$150 for group membership. A group membership shall entitle membership for a maximum of four (4) individuals. Honorary lifetime members shall be exempt from dues. Graduate student membership shall be equal to \$25.

Proposed Wording:

The annual dues of the Association shall be \$50 per individual; \$150 for a standard institutional membership, entitling membership for a maximum of four (4) individuals within an organization; or \$250 for an unlimited institutional membership, entitling membership for an unlimited number of individuals within an organization. Honorary Lifetime Members shall be exempt from dues.

Individual graduate student membership dues shall be equal to \$25. Graduate student membership is made available only to individuals 1) enrolled in graduate programs at a college or university within Florida, 2) who have demonstrated an interest in the career services/human resources profession, and 3) who are not already employed full-time in the profession.

Rationale: Many schools and employers that are current or potential members of the Association have numerous staff who are eligible for and would benefit from membership within FCPA. The current membership fee structure does not encourage the full staff of a larger institution to become members of the Association outside of purchasing multiple institutional memberships. To simplify the procedure for and encourage institutions with larger staffs to bring more of their eligible staff into the Association, we are recommending the addition of an unlimited institutional membership. This new option will simplify the registration process and provide an additional financial incentive for institutions wishing to register six or more employees for a single, fixed fee.

The Board also felt it necessary to further define the graduate student category to better clarify the intended spirit and intent of a graduate student membership category and close a loophole that currently exists within this category. 

FCPA 2006 CONFERENCE UPDATE

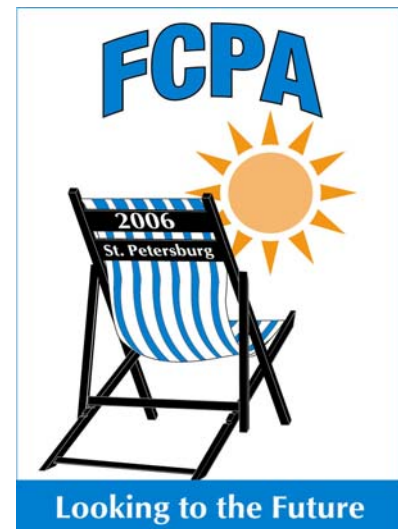
JUNE 28-30

DEE DEE GATCH – FCPA VICE PRESIDENT AND 2006 CONFERENCE CHAIR

This spring newsletter gives me the opportunity to provide you with an update on the conference planning activities. The hard working conference committees have some great things they would like me to tell you about.

- ♦ First, we want to ask you to register for the conference and reserve your room at the Renaissance Vinoy Resort. FCPA's 41st annual conference can't be great fun without you!
- ♦ To register go to www.fl-cpa.org
- ♦ To reserve your room call the Renaissance Vinoy Resort at (727) 894-1000 or 1-800-Hotels-1. Be sure to ask for the special FCPA room rate (\$129/night). The deadline to reserve your room at this rate is May 28th.

Programs - The breakout sessions have been finalized. We received many excellent proposals. The committee was very impressed with everyone's willingness to share their knowledge and experience with colleagues. That's one of the many things that makes FCPA the strong and successful organization it is.



SCHEDULE AT A GLANCE

Updated program information and breakout session descriptions can be found on the FCPA website at <http://www.fl-cpa.org/program.html>.

TUESDAY, JUNE 27, 2006

1:00 p.m. – 4:00 p.m. FCPA Board Meeting
4:00 - 5:00 p.m. Conference Leaders Meeting

WEDNESDAY, JUNE 28, 2006

9:00 a.m. – 5:00 p.m. Registration Open
9:00 a.m. – 5:00 p.m. Exhibitor/Resources Area Open
1:00 p.m. – 2:30 p.m. **Welcome and Opening Keynote Speaker - Kelley Cornish**
The Multigenerational Workplace
2:45 p.m. - 4:00 p.m. Breakout Session A
4:00 p.m. – 4:30 p.m. FCPA Celebrations
4:30 p.m. – 5:00 p.m. New Member Orientation
5:00 p.m. – 5:45 p.m. Special Networking Groups
6:30 p.m. – 8:00 p.m. President's Reception
8:00 p.m. – 10:00 p.m. Night Volleyball

THURSDAY, JUNE 29, 2006

6:30 a.m. - Fun Run
7:30 a.m. – 11:30 a.m. Registration Open
7:30 a.m. – 8:30 a.m. Breakfast
8:00 a.m. – 9:30 a.m. Business Mtg./Presentation of Brownlee & Student Awards
9:00 a.m. – 4:00 p.m. Exhibitor/Resource Area Open
10:00 a.m. – 11:15 a.m. Breakout Session B
11:30 a.m. – 1:00 p.m. Lunch/Announcements
1:15 p.m. – 2:30 p.m. Breakout Session C
2:30 p.m. – 3:00 p.m. Refreshment Break
3:00 p.m. - 4:00 p.m. Breakout Session D–Exhibitor Showcase
7:00 p.m. Banquet

FRIDAY, JUNE 30, 2006

9:00 a.m. - 11:30 a.m. **Brunch/Closing Keynote Speaker - Chip Madera**
How to Take Your Life and Career Up a Notch
11:30 a.m. – Noon 2007 Planning Meeting

Volleyball - Michelle Ohayon and her team are in charge of recreation/decorations again this year. They did a wonderful job last year and I am thrilled to have them on the conference team again. They are currently finalizing plans for a nighttime volleyball game. This friendly competition will be the same as in the past – employers vs. schools, however, the game will be on Wednesday evening from 8-10 p.m. in the grassy area outside of the main building. It will start immediately following the President's Reception. The *NightSpikers* organization will bring in their glow-in-the-dark volleyball equipment and body paint. One of a kind, glow in the dark t-shirts will be given to each player. Michelle would like to have team captains and team members identified before the conference. So, all of you young and young at heart members, please contact Michelle (ohayon@nova.edu) and start recruiting your players.

President's Council - Another busy member is James Barricelli. He has been hard at work generating that critical financial support for FCPA. There are several businesses and educational institutions that James and I want to send a big thank you to; Enterprise Rent-A-Car,

Continued on next page...

Manatee Community College, Target, City Furniture, SunTrust, Florida State University, University of Florida, Rollins College, Eckerd College, Seminole Community College, Palm Beach Community College, University of Tampa and Gold Kist. For those of you still thinking about supporting FCPA with a contribution, James would love to hear from you (jbarricelli@admin.fsu.edu). If your budget will allow, no matter the amount, we sincerely appreciate your contribution. We have included a copy of the President's Council form in this newsletter for your convenience.

Photography - All of you digital shutterbugs . . . I am in need of 5-7 people (with digital cameras) to take photos at breakout sessions, activities and meetings. This is a fun and easy way to get involved and show off your photographic talents. If you are interested, please contact me (gatchd@mccfl.edu).

Exhibitors/Resource Table - Jan McKenna has been working with potential exhibitors and has four confirmed and one in the process of completing the paperwork. The confirmed companies are Vault.com, CareerSearch Information Technologies, Colleague Central Network and MonsterTRAK. Once again, I would like to ask each of you to consider contributing any "best practice" materials you have to the conference Resource Table. Many of you create excellent informational resources that you can share with colleagues by bringing 5-10 copies to the conference.

Door Prizes - Jennifer Brooks and Carolyn Soling would like to send out a request for each school and employer to donate one or two door prizes. It's a great way to promote your organization and door prizes are so much fun! Please e-mail Jennifer or Carolyn (jennifer.l.brooks@erac.com or csoling@cutco.com) and let them know if you have items to donate. Your donations are greatly appreciated.

As we move into the last few weeks of preparation we will be sending out informational e-mails to help you with your conference planning - so you will be able to come, learn, meet with your colleagues and enjoy the St. Petersburg downtown attractions. Please do not hesitate to contact me at anytime if you have questions about the conference. I look forward to seeing all of you at the beautiful Vinoy Resort. 🏨

REMINDERS

- ♦ **Register** for the conference
- ♦ **Reserve** your room
- ♦ **Support FCPA & the conference** by contributing – money, door prizes and/or your photographic talent.



2006 CONFERENCE SITE - ST. PETERSBURG, FL RENAISSANCE VINOY RESORT AND GOLF CLUB

Reserve your room now!
**Hotel registration is open and the deadline for reserving a room at this rate is
May 28, 2006.**

Call (727) 894-1000 or 1-800-Hotels-1 to reserve your room. The group rate is listed under Florida Career Professionals Association and is \$129 for both single and doubles with an additional person in room rate of \$20 (deluxe patio spa rooms are available for \$209, one bedroom suites are \$300 and two-bedroom suites are \$400). FCPA has been given a discounted parking fee of \$7 per day (for self-parking).

Hotel room rates are subject to applicable state and local taxes (currently 11%). In order to be exempt from taxes you must use your educational institutions charge card (you cannot charge your room to your personal charge card and be exempt from taxes). If your institution's charge card has your tax-exempt ID number on the card you do not need the tax-exempt certificate. If your institutions charge card does not have the tax number on it you will need to present a copy of your tax-exempt certificate along with the charge card.



THE PROGRAM SO FAR. . .

EDUCATIONAL BREAKOUT SESSIONS/WORKSHOPS/PRESENTATIONS

Answering the Call to Serve: Giving Federal Government Agencies a Face Through a Conference

Dana DellaCamera and Ivette Duarte, Florida International University
Ivette Duarte-Florida International University
Target: All Members

The Americans with Disabilities Act of 1990 – The Dos and Don'ts

Arthur R. "Randy" Brown, Jr., Jackson Lewis LLP
Target: All Members

Looking for Leaders: An Employer Perspective on Finding Talent

James Barricelli and Jennifer Duke, Florida State University
Target: Employers

Creating a Lasting Partnership: University of Miami and Target Corporation... Past, Present and Future

Christian Garcia, Alicia Rodriguez – University of Miami
Brad Taylor, Target
Target: All Members

Valuing Diversity on Campus and in the Workplace

Victoria L. Basnett, Santa Fe Community College
Target: All Members

Engaging Your Audience: How to Make Career Services Presentations Attractive to Both Employers and Students

Jose Toscaro, Florida International University
Target: All Members

Professional Development: Looking for our Future Leaders

Raymond Rogers, Rollins College
Kelly Cleary, Stetson University
Andrea Alfano, Webber International University
Jane Colson, Eckerd College
Target: All Members

Creative Marketing Strategies for Reaching Students

Dr. Drema Howard, University of South Florida
Target: College Members

Bridging the Technology Gap: Enhancing Career Services for the Millennial Generation

Lindsey Pugh, Christen Perry – Florida State University
Target: All Members

EQ and Life Success

Meg Manning-Combs – The University of Tampa
Target: All Members

OPENING KEYNOTE SPEAKER

Kelley Cornish – The Generational Clash

For the first time in history, managers are working with four distinct and very different generations of employees – Matures, Boomers, Xers, and Millennials. Each generation is motivated quite differently, aspires to different personal and professional goals and interprets accepted business practices and business etiquette in drastically different ways. Kelley's interactive and motivating presentation addresses these issues and provides practical techniques on improving working relationships among the different generations in the workplace. It is sure to be a thought-provoking and "real-time" experience for all.

CLOSING KEYNOTE SPEAKER

Chip Madera – How to Take Your Life and Career Up a Notch

So you're rising to the top of your career. You've played by the rules, advanced your education, and now it feels like your career has hit a plateau. Is your climb to the top limited or is your career ladder just leaning against the wrong building? Everyone can take their career up a notch by focusing their attention on some strategic personal development planning (SPDP). During this session, Chip will share two mandatory ingredients that will give your life and career a jumpstart and catapult you to the top. You'll walk away from this session knowing your passion, your personal purpose and mission, and strategies for overcoming limitations and obstacles on your road to achieving your potential. This session is a must for senior leaders as well as budding professionals who are wanting to experience the height of their professional potential.

Program Continued...

Building Campus Communities Through the Use of Liaisons

Jose Toscaro, Helen Godfrey, Ivette Duarte, Florida International University
Target: College Members

Approaches to Workforce Readiness

Berni Hebrock, Lake-Sumter Community College
Bruce Gordon, Santa Fe Community College
Kathy Davanzo-Pres., Pelorius Leadership, Inc. & Workforce Readiness Chair, HR Florida
Target: Community Colleges

WELCOME NEW MEMBERS

Welcome to the following school and employer members who have recently joined the FCPA.

REMINDER: If you have not renewed your 2006 FCPA membership dues, please do so as soon as possible! Contact Dona Gaynor at dgaynor@fit.edu if you have any questions.

Brevard Community College

- ◆ Robert Sullivan

Enterprise Rent-A-Car

- ◆ Christopher Cusker

Florida Atlantic University

- ◆ Daniel Partouche
- ◆ Farley Leiriao

Florida Metropolitan University

- ◆ Linda Gardner

Florida State University

- ◆ Christen Perry
- ◆ Lindsey Pugh

Hydraulic Supply Company

- ◆ Carol Hrepich

Indian River Community College

- ◆ Susan Bradley
- ◆ Cindy Powell

Jacksonville University

- ◆ Rosa Gyuris

Lake City Community College

- ◆ Chris Kabali
- ◆ Ann Lear

Lake-Sumter Community College

- ◆ Andrea Moore
- ◆ Kathy Nesbit

Lynn University

- ◆ Christine Childers
- ◆ Gordon Levy

Rooms to Go

- ◆ Terry Cook

School Board of Highlands County

- ◆ Meribeth Colicci
- ◆ Lisa Garrison
- ◆ Sean Rego
- ◆ Vivianne Waldron

Sherwin Williams

- ◆ Mark Gwizdalski
- ◆ Heidi Harkins

Staley, Inc.

- ◆ Amy Harris Pridgen

University of Florida

- ◆ Kristin Muire

University of North Florida

- ◆ Maria Castro
- ◆ Connie Ellis
- ◆ Sharon Italia

University of South Florida

- ◆ Jessica Caolo
- ◆ Jennifer McGeorge
- ◆ Diane Mellon

University of Tampa

- ◆ Tim Harding
- ◆ Marsha Sherman

University of West Florida

- ◆ Nathan Ford
- ◆ Diane Wyckoff

FCPA BOARD OF DIRECTORS

President

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

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

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Dona Gaynor/Florida Institute of Technology
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Christy King/Seminole Community College
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Career Services Representative

Andrea Alfano/Webber International University
careerservicesrep@fl-cpa.org

Employer Representative

Ruby Villanueva/United States Treasury
employerrep@fl-cpa.org

Member At Large (Employer)

Andrea Koegel/Enterprise Rent-A-Car
memberemployer@fl-cpa.org

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

Membership Representative

Vacant

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Jackie Herold/University of Central Florida
co-oprep@fl-cpa.org

Community College Representative

Laurie Ragsdale/Hillsborough Community College
communitycollegerep@fl-cpa.org

Information Manager

Raymond Rogers/Rollins College
informationmanager@fl-cpa.org



Florida Career Professionals Association 2005-2006 Donation Opportunities

President's Sponsor: \$3,000 and above

- ◆ Recognition as a sponsor of a conference event with signage reflecting your organization's logo
- ◆ Organization logo on FCPA website
- ◆ Organization name listed in the conference program
- ◆ Organization name on President's Council signage at conference

Platinum: \$1,000 - 2,999

- ◆ Recognition as a sponsor of a conference break with signage reflecting your organization's logo
- ◆ Organization logo on FCPA website
- ◆ Organization name listed in the conference program
- ◆ Organization name on President's Council signage at conference

Gold: \$500 - 999

- ◆ Organization logo on FCPA website
- ◆ Organization name listed in the conference program
- ◆ Organization name on President's Council signage at conference

Silver: \$100 - 499

- ◆ Recognition of your organization on the FCPA website
- ◆ Organization name listed in the conference program
- ◆ Organization name on President's Council signage at conference

Bronze: \$50 - 99

- ◆ Recognition of your organization on the FCPA website
- ◆ Organization name listed in the conference program
- ◆ Organization name on President's Council signage at conference

Other Donation Options: (in-kind)

- ◆ Presenter gifts
- ◆ Gift Cards
- ◆ Other _____

Organization: _____

Address: _____

Contact Person: _____

Title: _____

Phone: _____

E-mail: _____

Please make checks payable to **FCPA** (Federal ID # 59-2499314) and mail to:

James Barricelli
Florida State University
University Center A4100
Tallahassee, FL 32306-2490

If you have any questions, please contact James Barricelli at (850) 644-9772 or at jbarricelli@admin.fsu.edu.