

FLORIDA CAREER PROFESSIONALS ASSOCIATION CONNECTION

KEEPING FLORIDA FIRST

2006 Post Conference Edition

PRESIDENT'S MESSAGE



Our 41st annual FCPA conference was enjoyed by over 130 of our members. This was a great opportunity to come together for learning and networking in a beautiful and historic setting. A great time was had by the record number of people attending the nighttime volleyball competition. Glow in the dark t-shirts were provided to all players and everyone enjoyed painting their bodies with the glow in the dark paint. Our employer members were narrowly defeated by our school members.

I want to extend a very sincere thank you to the 38 wonderful people who contributed their time and talents to help make this conference a success (a complete list of all volunteers is included later in this newsletter). The great

diversity and talent of our members was represented in the sixteen informative breakout sessions that were presented. The inspirational closing keynote, Chip Madera, provided everyone with a humorous yet thought-provoking message to ponder as they returned home on Friday. Our eight exhibitors brought product updates as well as some brand new programs and information for all to review. This is such a convenient way to gather product information and remain informed about new products and services.

The fall meeting of the Board of Directors is scheduled for August 10 and 11 at the 2007 conference site, Hilton Daytona Beach Ocean Walk Village. I would like to welcome our newest Board members, Tracy Joinson from Palm Beach Community College (Member at Large –School) and Amy Kleeman from the University of Central Florida (Career Services Representative). On behalf of all FCPA members, I would also like to send a huge “thank you” to Christy King and Jeff Garis for their many years of devoted service to our organization. A complete list of the 2006-07 FCPA Board members is included in this newsletter. I strongly encourage all members to share your thoughts and ideas with me (941) 752-5337. I will present your input to the Board for further review and discussion at our meetings.

As part of our meeting agenda we will tour the facilities at the Daytona Hilton in preparation for next year's conference. Dona Gaynor is our 2006-07 Vice President and Conference Chair. If you would like to volunteer to help Dona with the conference planning please contact her at (321) 674-8102 or dgaynor@fit.edu. By contributing a little of your time you will have the opportunity of meet and work with many of the most talented and devoted professionals in your field. I know I have been richly rewarded by the wonderful relationships I've developed with so many of you. I've learned so much and have been able to develop a strong network of colleagues to call upon with questions or concerns. Get involved . . . you'll be glad you did!

Mark your calendars for the FCPA Conference in 2007 (June 27-29, 2007) and have a safe and fulfilling year.

Warmly,

Dee Dee Gatch

JAMES WATSON, JR.

2006 BROWNLEE AWARD RECIPIENT

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 have 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 2006 Brownlee Leadership Award was presented to James Watson, Jr. James has been involved in FCPA since 1974. In this time, James has presented at annual conferences; served on committees; been a member of the board; and has served in many support roles to assist with conference details. Regardless of the role, James has always been glad to help and serve FCPA when called upon.

Attending his first conference in 1974, James assembled an employer panel of recruiters to discuss the need for more diversity in college recruiting. In 2003, he presented on how to improve career programming through partnerships and collaboration efforts. James served on the FCPA board in the capacity of Career Services Representative from 1996 to 1999.

He is a professional who cares about students and is dedicated to helping them obtain personally rewarding careers. James has served as Coordinator of Employer Relations for Florida Atlantic University for over 32 years. "James Watson is a excellent example to those of us who entered this profession because we had a desire to make a difference in the lives of college students," as stated by his supervisor Matt Cardin.

In addition to his service to Florida Atlantic University and FCPA, he is also very active within the community. He serves as a minister in a Baptist Episcopal Church on the weekends and presides over various types of important ceremonies for families within his community. He is the proud father of three children: Katina, James Jr. and Janelle; and a proud grandfather of three.

James' service to his community, Florida Atlantic University and FCPA is remarkable and worthy of distinction. Congratulations James on becoming the recipient of the 2006 Brownlee Award!



I want to thank all my friends and colleagues in FCPA for the honor of being named the John T. Brownlee Award recipient for 2006. All the past recipients of this award truly reflected the life and professionalism of John T. Brownlee in our industry and I am humbled to be included in this company.

I have been fortunate to have worked with individuals that have been "super stars" in their industry and FCPA. FCPA has provided me with the opportunity to grow and develop a network of life time friends. I believe that people (all the members of FCPA) make this association great and that is the reason that FCPA has been going strong for 40 years.

I encourage every member to get involved by volunteering for a conference committee or position on the board. The future of FCPA is bright with members like you!

Again, thank you for selecting me as the John T. Brownlee recipient for 2006.

James Watson

NEW MEMBER UPDATE

ANDREA ALFANO
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 2006. Please welcome FCPA's newest members!

Bank Atlantic
David Taylor

Florida Metropolitan University
Online
Linda Gardner

Lake-Sumter Community College
Andrea Zito-Moore

Sherwin Williams
Mark Gwizdalski
Heidi Harkins

Enterprise Rent-A-Car
Chris Cusker
Janie Rich

Florida State University
Jennifer Duke
Lindsey Pugh

Levitt Corporation
Natalie Saliano

Stetson University
Jill Rushbrook

Federal Bureau of Investigation
Fancine Jones
Sara Oates
Alesia Whatley

Hydraulic Supply
Carol Hrepich

Nova Southeastern University
Kristy Dascoli
Jacqueline Dawson
Imani Fredricks-Lowman
Jolin Mazias
Selena Pinero

Tallahassee Community College
Jamina Scippio-McFadden

University of Central Florida
Bill Blank
Allina Delgado

Florida Institute of Technology
Nicole Kraemer

Indian River Community College
Susan Bradley

Saint Leo University
Christina Nelson

University of Florida
Kevin Guthrie

Salem State College
Ellen Zold

U.S. Department of State
Mark Boulware

Quick Links To More FCPA Resources!

More Candid Photos from the 2006 annual conference can be found 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 2006 conference can be found on the **FCPA Resource Room** page at www.fl-cpa.org/resourceroom.html



CONGRATULATIONS TO THE 2006 STUDENT OF THE YEAR AWARD WINNERS!

Congratulations to this year's Student of the Year winners! These outstanding students, and schools, were recognized for their exemplary work in co-op or experiential education.

COOPERATIVE EDUCATION STUDENT OF THE YEAR:

Kara Schmitt

Florida Institute of Technology

The co-op Student of the Year Award for 2006 goes to a Florida Institute of Technology physics major, Kara Schmitt. Kara, a senior, completed two back-to-back assignments as an Orbiter Structures Engineering co-op with United Space Alliance at Kennedy Space Center. Her role was to research, analyze, and resolve anomalies of the structural components on the Orbiter. Kara states she was most impressed with the level of teamwork and community within USA and KSC in preparing the orbiter for flight. Kara has also experienced real world impacts of physics in her volunteer work with FIT's Geophysics Lab where her team discovered that lightening emits high energy x-rays and gamma rays.

In her spare time Kara has pursued volunteer opportunities with the National Center for Small Business annual conference as well as other civic and community organizations while maintaining a 3.1 GPA. Kara states, "I know that because of my co-op experience, I have the opportunity to be a long term contributor to those launches that I used to watch from my backyard as a child."

FOUR-YEAR COLLEGE EXPERIENTIAL STUDENT OF THE YEAR:

Jenna Landis

Florida Institute of Technology

Jenna Landis graduated this May with a Bachelors of Science degree in Civil Engineering from the Florida Institute of Technology. While attending FIT, Jenna was an active leader in American Society of Civil Engineers (ASCE) student chapter and served as the Student Chair of the Cape Canaveral chapter of the ASCE. She was also involved in numerous campus activities including several honor societies.

Jenna looks forward to starting her career in the field of engineering design and truly values the technical experience she has gained from her work as an intern with PBS&J Engineering. Jenna worked for PBS&J throughout her entire college experience. She started in primarily a clerical role but after only a few months began taking on more challenging duties such as technical writing, drafting, and design calculations. Jenna's supervisor noted that her positive attitude, work ethic and contributions to PBJ&S have far exceeded his expectations for any intern: "Jenna has the character and skills of an experienced engineer and exhibits the technical wherewithal and leadership capabilities to ensure a long and successful career in the engineering industry."

TWO-YEAR COLLEGE/TECHNICAL CENTER EXPERIENTIAL STUDENT OF THE YEAR:

Christina Kaliher

Manatee Community College

Christina Kaliher is completing her Associate of Arts degree at Manatee Community College and plans to pursue a B.A. in Journalism when she enrolls at the University of Florida this fall. Christina interned at the *North Port Sun*, a daily community newspaper published by the *Sun-Herald*. She started her internship as an unpublished writer working two days a week at the newspaper, spending most of her time working on projects assigned by the editor. Her days were spent calling sources, setting up interviews, conducting interviews, and doing research. Christina also spent time using Quark layout software and helped to compile and design the paper's Random Page, which showcases pictures and interesting facts for local teens. Christina now has over twenty published articles including a front page story, "Venice Campus to Get a New Look" in which she was able to interview the CEO of MCC's Venice campus along with others to get facts and opinions about the \$3.4 million renovation projects. Christina's internship has greatly impacted her future plans. The experience has given her new options to consider in the world of journalism.

At Manatee Community College, Christina took on the leadership role as Venice Bureau Chief of the student newspaper, *Veritas*. She is also a Phi Theta Kappa member, on the National Dean's List, and is a recipient of the Bright Futures Merit Scholarship. According to her Mass Communications instructor, Theresa Hounsell, Christina is "an excellent student, a talented aspiring journalist, and a delightful young woman." Christina was nominated by Wanda Kennedy, Career Advisor of the Venice campus of MCC.

SUMMARY OF THE 2006 ANNUAL BUSINESS MEETING

JUNE 29, 2006

RENAISSANCE VINOY - ST. PETERSBURG

ANDREA ALFANO
FCPA SECRETARY

Proposed Changes to the Constitution

Presented at the business meeting were two proposals prepared by the board to amend the FCPA constitution. The first proposed change was related to the Brownlee Award, in which Brownlee Award recipients would be granted automatic lifetime FCPA membership. Prior to this change, Brownlee Award winners had to be voted in as lifetime members by the board. The second change to the constitution related to the structure of membership dues. It was proposed to add an additional category of membership titled "Institutional Membership."

Under this new category of membership an organization – either a school or employer – can purchase an "Institutional Membership" for \$250 and have an unlimited number of their staff join FCPA. The rationale for creating this membership category was to increase membership by making it easier and more attractive for larger organizations to provide the majority of their staff with FCPA memberships. This change can possibly improve membership numbers and conference attendance, without financially impacting the association. Both constitutional changes were passed during the business meeting.

Board Reports

During his President's Report, Mike Tooke reported that he carried out the goals set by the previous President that included the archive project of historical records online and updating documents related to planning the annual conference. He also encouraged members to use the website as it is an excellent resource. He thanked the Board for their hard work and for attending the meetings, and noted that Board members are not compensated for their work; therefore, he instituted paying for one meal at each of the three Board meeting instead of just one meeting. Representing FCPA at the December 2005 annual SACE conference Mike reported that FCPA is doing very well in the region. Finally, Mike shared that he had signed the hotel contract for the 2007 conference; that the Association is fiscally sound; and that the Board is balanced with representation from all types of membership.

Jeff Garis's Treasurer's Report summarized that the association is solvent and in good financial shape, with a current balance, before the conference, of \$45,619.51.

Dona Gaynor presented the Secretary's Report, in which she stated that membership is down slightly from last year, at 217 members. Employer membership is down considerably this year, Community College membership is down slightly, and 4 year school membership has increased. Dona expressed that the absence of a Membership Chair impacted the membership numbers this year.

Ray Rogers presented the Information Manager's Report. Ray went over how his position was created and how costs have been saved by not having to print a directory. Ray reviewed the major features and benefits of the information available on the FCPA website: the online membership directory, which has saved on printing cost; the Resource area, which includes downloadable versions of all the presentations from the conference; career fair dates published online for employers to use in planning career fair visits; and Broadcast emails that allow members to send out emails on anything of interest to the association and its members. He clarified that the email broadcast policy states that messages must be pertinent to the association and job announcements must be strictly for members. Additionally, Ray announced that the Board has decided to change the password for the directory, to coincide with membership renewal.

2006 FCPA ANNUAL CONFERENCE EVALUATIONS UPDATE

The evaluations are in and overall the 2006 FCPA Conference held at St. Petersburg Renaissance Vinoy Resort was a success. Attendees included an impressive 117 college and employer participants. Fourteen people, representing a record number of 8 different companies, also attended.

The comments and suggestions from the 55 members who completed an evaluation are greatly appreciated. The evaluations will be reviewed by the Board of Directors and Conference Committee members and will be passed on to Dona Gaynor as she begins work on the 2007 conference. Read on for a quick summary of the evaluation results.

Almost all of the conference information and business meeting topics received at least a 4.5. Chip Madera's presentation was favored (4.68) as members commented that he was a "great speaker" with a "excellent topic". Kelly Cornish's presentation also received positive feedback as members stated she had a "good topic" (4.13). Two items received a perfect score of 5; State University Networking Group and the Americans with Disabilities Act of 1990 breakout session. The next four highest rated sessions were: Creating a Lasting Partnership: University of Miami and Target Corporation (4.71), EQ and Life Success (4.67), Valuing Diversity on Campus and in the Workplace (4.61) and Looking for Leaders: An Employer Perspective on Finding Talent (4.62). Of the four vendor showcase presentations, Hiring Trends and the State of the Labor Market presented by MonsterTrak received the highest rating (4.7).

There were numerous positive comments about the hotel, meals and reception. All items in the meals, reception/recreation category were rated at least a 4.41 with the fun run/walk (4.91) and hotel accommodations (4.89) scoring the highest.

A few suggestions for next year's conference were to include more vendors and more breakout session choices, have something new instead of volleyball for a recreation activity and have more opportunities for networking. Suggestions were also made on whether entertainment should be added during the banquet. Although 13 members stated that no entertainment should be added other responses included adding a jazz band (6), dj and dancing (4), background or quiet dinner music (3), comedian or hypnotist (2), karaoke (2) and one member commented "finish by 9:00 p.m. whatever you do." Some suggested themes for next year's conference were "Race into the Future" and "FCPA in Motion."

Most members met their goals in attending the conference. Goals included networking, learning new information, gaining new ideas and having fun.

Based on the evaluations received, this was a very successful conference that was well organized, had a great mix of information and breakout sessions, and pleasant hotel accommodations.

The FCPA Board of Directors would like to extend 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
- Manatee Community College
- Target

GOLD LEVEL DONORS - DONATIONS OF \$500 - \$999

- City Furniture
- Florida State University
- Suntrust Bank
- University of Central Florida
- University of Florida
- Vector Marketing Corporation

SILVER LEVEL DONORS - DONATIONS OF \$100 - \$499

- Colleges of Central Florida Career Consortium
- Eckerd College
- Florida Institute of Technology
- Florida Atlantic University
- Seminole Community College
- GoldKist
- The University of Tampa
- Webber International University
- Rollins College



FROM OUR MEMBERS:

EMPLOYERS PLAY SIGNIFICANT ROLE IN MOCK INTERVIEWING AT FSU

Kawana Williams, Florida State University

Thanks to support from students, staff, and employers, the FSU Career Center's Mock Interview Program is in its 4th year and continues to grow in its efforts to better prepare students for the job search.

Each Fall and Spring Semester, a select group of student mentors go through a comprehensive training process that thoroughly equips them to simulate an actual interview with registered students. Mock interviews last about an hour and are videotaped, replayed, and critiqued immediately afterward. Research has shown that perhaps nothing is as central to the recruiting process as the one-on-one interview. Thus, the Mock Interview Program "focuses on how well the student knows themselves, and their past experiences; how well they know the industry they hope to enter; and how well they can articulate that information."

For the last three years, employers have taken an active role in the process by giving our student mentors a break from their normal duties during a special week of mock interviews conducted by professional recruiters. Student interviewees not only get the benefit of receiving feedback from a professional in the field, but the student mentors also obtain professional development opportunities by observing recruiters in action, speaking with them individually, and participating in a training meeting presented by a guest employer. Throughout this process, FSU has been fortunate to receive support from various employers - many of which consistently send representation: Ameriprise Financial; Bank of America; Capital City Bank; Cargill; Carr, Riggs, & Ingram; Caterpillar; CIT Group; Convergys; E & J Gallo Winery; Hewitt Associates; Lanier Worldwide; Macy's Florida; PHH Mortgage; Pricewaterhouse Coopers; Progressive; Steak N' Shake; Tallahassee Memorial Hospital; U.S. Army; Wachovia; and Walgreens. This is just one example of the collaboration we seek between our program and employers.

As with any program, nothing is perfect. So we continue to evaluate and implement change as we strive to better prepare the next generation for the "world of work." For more information about Mock Interviewing at FSU, visit http://www.career.fsu.edu/mock_interview/index.html, email mockinterview@admin.fsu.edu, or call 850-644-9776.



CONGRATULATIONS TO THE 2006-2007 FCPA BOARD OF DIRECTORS

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Dee Dee Gatch/Manatee Community College
gatchd@mccfl.edu

Vice President

Dona Gaynor/Florida Institute of Technology
dgaynor@fit.edu

Secretary

Andrea Alfano/Webber International University
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joinsont@pbcc.edu

Membership Representative

Delores Dean/Florida A&M University
delores.dean@famu.edu

2006 CONFERENCE COMMITTEE CHAIRS

Conference Chair - Dee Dee Gatch

President's Council - James Barricelli

Door Prizes - Carolyn Soling/Jennifer Brooks

Entertainment/

Recreation/Food - Michelle Ohayon

New Member Orientation - Matt Cardin

Program Chair - Jane Colson

Registration - Andrea Alfano

Evaluations - Gail Tomei/Pat Sullivan

Awards - Gail Agor

Vendors and Resources - Jan McKenna

Photography - Jennifer Browning

Thank You!



2006 EXHIBITORS

Career Liftoff

CareerSearch Information Technologies

College Central Network

Considering Your Career, Inc.

CSO Research, Inc.

MonsterTRAK

Perfect Interview

Vault.com

FCPA Conference 2007!
Daytona Beach, FL
Hilton Daytona Beach Ocean Walk Village



June 27th - 29th

**Mark your
calendar!**



60th Annual Conference
in Atlanta, Georgia at the
Sheraton Midtown Atlanta Hotel
at Colony Square
December 4-6, 2006