

Summer Edition Volume 1,
Issue 4

President's Message

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As EACE transitions from one leadership team to another, it is a perfect time to reflect on the past year and recognize accomplishments. And what a year it has been thanks to the hard work, dedication and commitment of so many individuals.

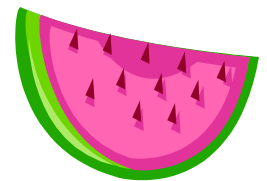
Please join me in celebrating the achievements of the Board of Directors, the chairs and members of our committees and networks, in addition to the staff at EACE Headquarters.

Accomplishments of note in 2004-2005

- Web site redesign
- Inaugural use of "webinar" format for professional development program
- Employer member increases
- New format for *Bridges* newsletter, including the "Employer's Corner"
- "Road Trips to the Real World" offered to 17 sites
- Nine professional development programs, including the Support Staff Workshop
- Employer focus at INVEST 2005 an-

nual conference, including keynote panel of human resources executives

- Online membership registration for new members (with online renewal process to follow shortly)
- Web-based Consulting Committee survey and Mentoring Committee surveys conducted through EACE Headquarters
- Online process for award nominations
- Mentoring program resource list for members interested in beginning programs at their institutions
- Updated Liberal Arts Resource Packet
- Public Service Careers Resource information
- Addition of American Express as a credit card payment option



(continued on page three)

Announcements!

Elisa Kurland, Director of Career Services at The University of the Arts and Chair of the EACE Creative Careers Network, is engaged. The wedding was on June 26, 2005 so she'll be attending the August conference was **Elisa Seherman**.

Baby Bingham ("Nathaniel Owen Bingham") was born on 4-20-05 at 9:59 AM. Mom and baby are doing great. (**Stacey Bingham** is a Career Counselor at Vassar College)

Invest 2005 Update

Key Note Presentations

Confirmed

K w a m e J a c k s o n

He is polished, confident and credentialed with prestigious Wall Street experience, a University of North Carolina Chapel Hill degree, a Harvard MBA, and business lessons he learned from Donald Trump in front of 22 million people each week, on the hit show *The Apprentice*. His professional experience includes sales and marketing roles at Procter & Gamble and, most recently, on Wall Street as an Investment Manager for Goldman Sachs.

It was his no nonsense attitude and ability to be a team leader that made him stand out on "The Apprentice" and it is his affable nature and street smarts that make him stand out in life. He regularly addresses executive management teams and aspiring interns at the world's leading companies on various topics such as team building, leadership, surviving and thriving corporate America and the importance of being an entrepreneur.

It is his business savvy, passion for excellence and the lessons he has learned in the boardroom that have given him the ability to inspire others to explore, embrace, and execute the keys to success.

Roadtrip Nation Founders

"What do you want to do with your life?" Nathan Gebhard, Brian McAllister and Mike Marriner asked themselves this same question when they graduated from Pepperdine University with no clue about what to do after college and no sense of the possibilities. To find out, they decided to purchase a mechanically unsound 1985 RV, paint it neon green and tour the U.S., interviewing over 80 eclectic leaders along the way. Thus, Roadtrip Nation was born. What began as a summer roadtrip for these three college students has expanded to include a public television series, a documentary, three books, an interactive website and a grass-roots student movement on 100 college campuses that inspires students to hit the road and explore different paths in life.

Their original book, Roadtrip Nation: A Guide To Discovering Your Path in Life, is in its third printing, and they self-published their second book, Destination Unknown. In May 2005 a third book entitled Finding the Open Road will be published by Ten Speed Press. In their keynote address, Brian and Mike will share their experiences with us and help us to better understand how we can motivate our own students to embrace the unknown and imagine the possibilities.



Conference updates are being added as the conference committee receives them; please continue to check the website at <http://www.eace.org/conference.html> for the latest.

Feel free to forward this message to your friends and colleagues who have not registered yet.

Hope to see you in August at INVEST 2005 in White Plains, NY!

Kudos to the Awards and Research Committee, 2004-2005

Becky Ross - Princeton Univ., Chair

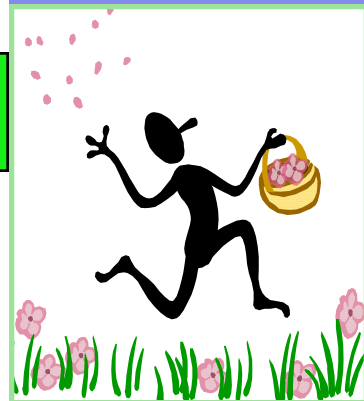
Betsy McDowell - Suffolk University

Robin Kahan - Analog Devices

Rosette Pyne - University of Penn.

Leslie Williams - Univ. of Baltimore

Donna Goldfeder - Lehigh University



President's Message cont...

(continued from page one)

A major strength of EACE is that it provides opportunities to stay connected with colleagues and current issues in the field, to network and share best practices and benchmarking information, and to learn from leaders in our profession. If you have not already registered to attend INVEST 2005, I strongly encourage you to take a look at the conference information on the EACE web site and see what an incredible program the Annual Conference Committee has developed. Don't miss out; register today to take advantage of this informative and exciting professional opportunity.

I would be remiss if I did not offer special thanks to our sponsors for their generous support of EACE. Their contributions made it possible for EACE to maintain its prominence as a regional association, and for our committees and networks to achieve their goals. Also, I would like to thank the staff at EACE

Headquarters for their service to our membership. And in particular, Tracy Burr merits special mention for working closely with the 2004-2005 Leadership Team and helping us achieve the impossible at times. Her can do attitude, professionalism and expertise made her an invaluable colleague and indispensable go to person.

On a personal note, as I pass the gavel on to Ann Davis Shaw, I wish to thank each and every one of you for your support and for your commitment to EACE. Serving as your President has been an honor and privilege that I will always cherish. EACE is in good hands with Ann Davis Shaw. She will provide strong leadership, building on the good works that are the standard of excellence for EACE. Please join me in offering your support to Ann and her leadership team in the months ahead.

I look forward to seeing you in White Plains! Becky Weir, President, EACE

“Serving as your President has been an honor and privilege that I will always cherish.”

Becky Weir

2004-05 EACE President

****THANK YOU EACE MENTORS****

What could be more meaningful to a young professional in our association than the opportunity to pair with someone more experienced who is willing to spend time answering questions, offering advice, and being available for ongoing conversation?

More than 30 EACE members served as mentors in 2004-2005. Your service and your stewardship of our profession are greatly appreciated.

Ade Alberts - John Hopkins University
Sam Allen - St. Anselm College
Mary Ellen Buhl - Cornell University
Manny Contomanolis - RIT
Ann Davis Shaw - CDM
Jeannette Doyle - WPI
Amy Feifer - Haverford College
John Fracchia—Ithaca College
Linda Gast - U. of MD at College Park
Rhonda Gifford - California Univ. of PA
Janet Jones - Rutgers University

Robin Kahn - Analog Devices
Linda Kent Davis - Mass. Bay C.C.
Darwin Keyer - Juniata College
Ron Lambert - John Hopkins U. - SAIS
Joan Mark - Pace University
Karl Martz - Penn. St. - Harrisburg
John McCrudden - Southhampton Coll.
Terri Moore - Time Warner Cable
Lynn Orr - William Patterson University
Pat Patterson - U. of the Sciences - Phil.
Eileen Quaglino - Ramapo College of NJ

Dr. Chet Rispoli - Temple University
Dan Ryan—University of Buffalo (SUNY)
Marianna Savoca - Stony Brook U. (SUNY)
Lisa Stephenson - George Washington U.
Brenda Stover - Villanova University
Carol Vellucci - Towson University
Richard White - Rutgers University
Kathy Williams - Gettysburg College
Terry Witherell - Boston College
Patricia Yates - Univ. of Mass. - Lowell

** Mentors & mentees: Your feedback about the EACE Mentoring Program is important to us! Be on the lookout for a quick online survey, which will launch soon!*

Employers Corner

Spotlight: Internships That Are Worth It

- .Looking to bring in some fresh talent with a new perspective?
- Want help with projects that have been piling up?
- Looking for a way for your employees to give back to their alma maters?

Many organizations currently have internship programs in place. However, there is always room for improvement. And for those employers looking to build an internship program from the bottom up, it pays to do it right.

It is vital that an employer benefit from their internship program. This may mean that an intern can complete projects that would not get done otherwise due to lack of time or staff. Or as an employer, you might make some full-time offers at the end of the summer and gain valuable employees with whom you have already worked.

In the most successful internship programs, however, it is not just the employer who benefits. The interns themselves should leave the experience having been given substantive and meaningful work experience. They should feel like they know more about the particular industry and should feel more comfortable speaking in an informed manner to members of the profession. As an employer you do a disservice to your interns if you don't ensure that they have a worthwhile experience. A few simple modifications to your program can make all the difference:

Assign a mentor to your intern.

Certainly your intern will have a supervisor. That person should be trained on how to appropriately teach an intern and provide necessary feedback. However, you can take your program one step farther and assign all interns a mentor as well. If you have employees who are alumni of the schools where your interns attend, this can be a great way to get them involved in giving back to their alma maters. In any case, the mentor should be someone who does not directly supervise the intern but would be familiar with the nature of the intern's job. He or she could be expected to touch base with the intern once a week over lunch or coffee to discuss how things are going and to offer advice on topics of interest to the intern. Both the supervisor and the mentor should be chosen for their patience, enthusiasm, and dependability.

Ensure that your intern has clearly defined

projects and tasks.

Each internship you offer should have a well-written description which includes the intern's responsibilities as well as daily tasks or projects with which the student will be assisting. While it is understandable if a small amount of an intern's time is spent on administrative tasks like filing or answering the phone, try to take advantage of a student's intelligence, creativity, and motivation. Show an intern that you trust and value his or her work and your expectations will often be exceeded.

Provide your intern with a thorough orientation.

Do not just drop your intern into the middle of his or her job. Plan to have the intern's first day on the job include meetings with both supervisor and mentor. The mission, structure, rules and policies of the organization should be clearly defined. A manual or guidebook could be developed that every intern would receive to ensure that responsibilities, expectations, and the organization's culture are clearly spelled out.

If you would like assistance with developing a more effective internship program, please seek out the following resources for assistance, guidelines and material templates.

- The Regional Internship Center (RIC) of SWPA – Offers many sample documents such as evaluation forms, a mentor guide, and an orientation checklist.
<http://www.ric-swpa.org>
- Messiah College Internship Center – Provides an excellent guide entitled *Starting and Maintaining a Quality Internship Program*.
http://www.messiah.edu/external_programs/internship/sponsor/
- NACEWeb Information Center – Presents great articles on program management as well as info on salaries and legal issues.
http://www.naceweb.org/info_public/internships.htm

In an effort to offer more content for our employer members, the Bridges committee will feature an article of interest to employers in each issue. Please send any ideas for topics to Sara Vancil at svancil@princeton.edu.

“Each internship...should have a well-written description which includes the intern's responsibilities ...”

Sara Vancil

*Thank You,
Sponsors, for
Investing in
EACE!*

Platinum Investor

Enterprise Rent-A-Car
Ferguson

Gold Investor

Maxim Healthcare
Target Corporation

Silver Investor

Lutron Electronics

Bronze Investor

CGI-AMS

Vector Marketing Corporation

Metropolitan New York Career Placement Officers Assoc.

University at Buffalo Career Services

Stock Investor

MonsterTrak

Pace University Cooperative Education & Career Services

Rochester Instit. of Tech. Cooperative Ed. & Career Services

Rensselaer Polytechnic Institute Career Development Center

The George Washington University Career Center

Thomas Jefferson University Career Development

Villanova University Career Services

Bond Investor

Alfred University Career Development Center

American University Career Center

CDM

Cornell University Engineering Co-op & Career Services

George Mason University Career Services

Manhattanville College

Widner University Career Advising & Planning Services

Thank You!

Thank You!

Thank You!

Thank You!

Thank You!

Thank You!

Thank You!

Thank You!

Thank You!

Thank You!

Thank You!

Thank You!

Please contact

Pat Carretta

703-993-2367

pcarrett@gmu.edu

or Helen Brown

760-994-5708;

hbrown@cutco.com

*to discuss invest-
ment/sponsorship op-
portunities. We look
forward to talking with
you.*

Professional Development Report

The Professional Development Committee of EACE held a successful workshop attended by 40 participants on June 7, 2005. The workshop, entitled "Working with Job Seeking Candidates with Hidden Disabilities," was presented at CDM World Headquarters in Cambridge, MA.

Speakers Cailin M. Pachter, Muhlenberg College, and author, Employer's Guide to Hidden Disabilities, and Victoria Ball, ADD Career Coach, discussed several topics and presented case studies. The topics included types of employers who must adhere to the ADA, legal interview questions, how employers can provide reasonable accommodations for employees with hidden disabilities, and facts about hidden disabilities and how they impact people

in the workplace.

Ann Davis Shaw, manager, college recruitment programs, CDM, and EACE president, hosted the workshop. Jane Gaertner, Career Development Services of New Jersey Institute of Technology, and Shannon Gary, University Honors Program, Temple University, were co-programmers for the session. "Our evaluations were extremely positive," said Gaertner. "Most attendees rated the presentations, knowledge and quality of the presenters as excellent, and the timing and location were also well received. We had attendees from as far north as Maine, and from Maryland on the southern side of the EACE spectrum. We are grateful to our speakers for volunteering to share their expertise and to Ann and CDM for their hospitality."

"Most attendees rated the presentations, knowledge and quality of the presenters as excellent, and the timing and location were also well received."

Jane Gaertner

*NJ Institute of
Technology*



Pictured in photo left to right: Cailin Pachter, Ann Davis Shaw, and Victoria Ball

Less than 4 weeks till the EACE annual conference. INVEST in your development! Tuesday afternoon there will be three exciting site visits at the NY Stock Exchange, Bloomberg and the TVI Actors Studio.

Advance sign-up is required.

For details and to register, visit the EACE conference website

<http://www.eace.org/conference/sitevisits.html>.

Remember to also sign up for transportation to the site visits at

<http://www.eace.org/Conference/entertainment.html>.

See you in Westchester!
EACE Conference Committee

Welcome New EACE Members !

The following members have been reported by EACE Headquarters as new members since March 2005:

- | | |
|--|--|
| David Allen – University of Central Florida | Christina Marks – Yale University |
| Sarah Andrus – Vector Marketing Corporation | Rebecca Martin – St. Joseph’s University |
| Shahrzad Arasteh – St. John’s College | Bill McCarthy – Binghamton University |
| Mike Blount – Messiah College | Debra Mitchell |
| Heather Bois Bruskin – Mass. Institute of Technology (MIT) | Marilyn Morehouse – Suffolk University |
| Deborah Broadwater – Yale Sch. of Forestry & Env. Dev. | Tricia Morin – Dean College |
| Katie Brothers – Nichols College | Stacey Moulton – Providence College |
| Stephen Cantine – Cozenovia College | Jamie Munson – Nichols College |
| Nathalie Chauvel – Laboratory Inst. Of Merchandising | Daniel Nagy – Duke University |
| Satya Chheda – Pace University | Christina Overland - Laboratory Inst. Of Merchandising |
| Cynthia Christie – Yale University | Stephanie Potter – Target Corporation |
| Nicole Dambrasio – Target Corporation | Robert Richard – Mass. Institute of Technology (MIT) |
| Lynn DAngelo – Lehigh University | Monica Rigler – Target Corporation |
| Tony Dattilo – Ferra Doyle Group | Marianne Ruggiero – Optima Careers, LLC |
| Ryan Davis – University of Maryland, College Park | Laura Sheehan – Enterprise Rent-A-Car |
| Margaret Dinneny – Target Corporation | Mike Skowronski – Niagara University |
| Sharon Friedner – Hampshire College | Helene Stockman-Baer – Drexel University |
| Melissa Gaskins – NVR Inc. | Lori Strauss – University of Pennsylvania |
| Louisa Handle – Boston College | Andrea Vaughan – Target Corporation |
| Rachel Jackiewicz – St. Thomas Aquinas College | Alicia Vinton - Enterprise Rent-A-Car |
| Bobbie Karp | Jean Welch – Simmons College |
| Kristine Kirwin – Boston College | Lee Whitley – Target Corporation |
| Steven Knepper – VWR Intl. | Paula Wicklow – Hunter College |
| Eugenia Liakaris – Hofstra University | Ayanna Wilcher – Lehigh University |
| Anu Lyons - Cornell University | **** |

Summer 2005 Professional Exchanges

The number of this year's exchanges is lower than in the past but the Professional Development Committee is still working to bring you more programs if at all possible! Thank you to the committee members who worked very hard this year! Stay tuned for any last minute updates!

- Teach for America** (New York, NY)- July 27, 11am-1pm (80 spaces)
- Geico** (Chevy Chase, MD) - July 13, 9am-1pm (50 spaces available)
- Committee of 70** (Political Watchdog, Philadelphia, PA) - date TBA

If you are interested in attending please email Bridget Bowers, bridget.bowers@villanova.edu, with your contact information as well as the program(s) you wish to attend.

Congratulations to the 2005 EACE Award Recipients!

Outstanding Service Award

Awarded to members who have played continuous significant and influential roles in MAACE, ECEN, and/or EACE for at least 10 years.

Sam Ratcliffe, Director, Career Services, Virginia Military Institute

EACE Awards 2004-2005 recognize colleagues for their work and achievements that contribute to the career services and/or human resources professions as well as the Eastern Association of Colleges and Employers.

These recipients define excellence, professional expertise, and commitment to serving others, great team spirit and a drive to exceed expectations.

Outstanding Member Award

Awarded to members with 4-9 years of membership who have made outstanding contributions through their

Involvement.

Camille Franklin,

Director, Career Development,

Outstanding New Member Award

Recognizes outstanding contributions to and involvement in EACE within the first 3 years of membership.

Nathan Elton, Career Counselor, Villanova University

Gratitude Award

Recognizes members who have contributed to EACE through consistent or quiet non-leadership participation on a committee or network, or who have participated later in their EACE tenure or who have periodically contributed over the course of their tenure.

Kathie Leslie, Director of Employee Relations and Education, Lutron Electronics

Angella Griffin, Coordinator, Co-op and Internships, George Mason University

Innovation Award

Recognizes an innovative existing or proposed system, program, method or procedure related to the common interests of EACE members.

Angela Yorio, Director, Office of Career Planning and Placement, Fordham University, "The Marketplace: A New Approach to Recruiting"



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Hope to see you in

Westchester, NY

August 7-10



2005 Diversity Award Recipients

The 2004-05 Diversity Committee proudly announces the two recipients of the 2005 EACE Diversity Scholarships

RYAN J. DAVIS

EACE Diversity Advancement Committee
Scholarship in Memory of Rick McLellan

Ryan J. Davis is a first-year Ph.D. student in the Higher Education Administration program at the University of Maryland, College Park. Ryan holds a B.S. in Business Administration from Eastern Connecticut State University (ECSU) and an M.S.Ed. in Higher Education Administration from Old Dominion University (ODU).

At the University of Maryland, Ryan serves as a Career and Academic Advisor for the College of Computer, Mathematical and Physical Sciences and is currently interested in engaging in professional development opportunities to compliment this position. While at ODU, Ryan taught or co-taught undergraduate courses on Career Planning, University Orientation and Peer Counseling. Additionally, Ryan has worked for the Office of Residence Life and interned with the Vice President of Student Services and Dean of Students, and in the Office of Admissions at ODU. Ryan was previously employed with the Office of Career Services, Housing and Residential Life, and the Learning Center at ECSU.

Ryan is actively involved in university committees, professional associations, and advising student organizations. He has presented at national conferences including the American College Personnel Association, the National Association of Student Personnel Administrators and the University Council for Educational Administrators. Ryan's research interests include student recruitment, access, retention and achievement among racial/ethnic minority students; campus climates; diversity and gender equity in higher education; the social and educational experiences of African American male students and professionals in the academy.

SATYA CHHEDA

EACE Diversity Advancement Committee Scholarship in
Memory of Ernie Andrews

Satya is currently a Career Counselor at Pace University, working with both students and alumni focusing on career development issues. She recently started a weekly job search support group for International Students. Ms. Chheda was greatly influenced by growing up in Ohio as a child of immigrants. Her experiences traveling overseas and living in NYC has had a great impact on her career. Ms. Chheda utilizes these unique perspectives in her work.

After completing her B.S. degree in Psychology at Ohio State University, she obtained a M.A. in Counseling at New York University. Prior to working as a Career Counselor, she coordinated an employment program for Asian youth at an HIV/AIDS non-profit agency. Additionally, Ms. Chheda worked as a Counselor for new immigrant students on personal academic, and career issues. She has over five years of experience in coordinating educational workshops, special events, and conferences at several nonprofit agencies. Her achievements include successfully facilitating innovative leadership programs for young women and new immigrants at an after-school agency and at two NYC public schools.

Ms. Chheda's experience also includes teaching Global History at W.C. Bryant High School, serving an extremely diverse population in Queens. After teaching for one year, she interned at New School University's Office of Career Development, making her transition into higher education. The sum of her life experiences has led her develop career goals to support the educational and career development of others.

She continuously strives to merge her knowledge acquired by working with diverse populations with current career counseling practices. Ms. Chheda spends her free time pursuing creative activities, reading, and enjoying cultural activities around NYC.
