



MNYCCPOST

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From the Editor.....

Laurie Joseph

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After attending the 50th Anniversary Celebration in December, I am compelled to comment on the most inspirational and dedicated group of people that I know -- MNYCCPOA members. What a powerful collection of talented individuals!

Yes, MNYCCPOA is supposed to be all about offering professional development opportunities, updating one's knowledge and skills for the Career Services profession and providing networking opportunities. But, it's really about the people-- the people that are more than willing to share their expertise with their clients on how to handle an unstable economy and an ever-changing set of workplace conditions; the people who facilitate

the career planning process and job search efforts for so many college students and alumni; the caring people who continue to

motivate their clients and encourage them to pursue their dreams; the creative people who design innovations in programming and continually make improvements in the career services that they provide and the lucky people who get to forge friendships at the meetings, that often last for decades.

It is really about the people, who make up MNYCCPOA, who continue to raise the bar.

The 50th Anniversary Celebration clearly exceeded all of my expectations. Kudos goes out to the planning committee, the executive board and all of the attendees who all helped to make it so memorable.

As summer approaches, I encourage you all

to take a few moments to reflect on all of your individual accomplishments, and the many contributions that we have all made collectively to the Career Services profession.

Best, Wishes, Laurie



A CALL FOR ARTICLES

*Please contribute to **MNYCCPOST**. All articles on career-related topics are welcome including: Best Practices; Conference Reviews; Web Site/Book Reviews and other original materials. Share your ideas and your successes with your colleagues. All submissions should be sent to the **MNYCCPOST** editor at: Laurie.joseph@ncc.edu.*

Visit MNYCCPOA Website at www.mnyccpoa.org

Finding a Job in a Challenging Economy

By Toni-Anne Nhotsoubanh
Suffolk County Community College

I was recently skimming through updates in my Linked In groups and came across an interesting post on NACE (National Association of Colleges and Employers). The post discusses strategies to help college graduates seeking employment in this challenging economic time. Like many of you, I have had numerous students come in and complain that there are no jobs out there and how they've sent out so many resumes but can't seem to find a position. Students need to get out of the traditional slump of job search to maximize their options.

THINK OUTSIDE THE BOX

Look beyond specialized companies to other organizations that would also offer similar positions. For example, students interested in accounting shouldn't limit their search to CPA firms, but look to a variety of organizations that require accounting services.

GIVE IT YOUR ALL

Too often job seekers do not commit the time to effectively prepare for an interview and as a result make silly errors or forget to share crucial information. With increased competition for jobs, there is less room for errors.

USE ALL AVAILABLE RESOURCES

Recognize using methods such as social media (Facebook, LinkedIn, Twitter, blogs, etc.) as viable resources for the job search and learn how to effectively and *professionally* utilize them.

BE FLEXIBLE

It's important to know what you want, but in times of limited opportunity you can greatly expand your options by simply opening your mind. Rethink the absolutes; I must have, I won't, etc. The more flexible you can be with your

hours, industry and location the more choices you will have.

BE FOCUSED

Desperation is unattractive. Have a specific, focused pitch ready for each interview. No company wants to hire someone who will take anything, or who is settling for whatever is open.



According to a Career Builder survey, approximately 18% of hiring managers have reported that they are seeing an increase of job seekers using unusual tactics to get their attention. Some of these include a candidate washing cars in the parking lot, staging a sit-in in the lobby to get a meeting, handing out resumes at a stop light and sending a cake designed as a business card with the candidate's picture. These types of extreme tactics are more likely to backfire than to help a job seeker.

It is essential that job seekers become creative thinkers and embrace the challenge of marketing themselves during this difficult economy. The right mix of imagination, professionalism and perseverance may just be the key to their success.

RESOURCES

Employers Share the Most Unconventional Tactics Job Seekers Have Used to Get Their Attention New Career Builder Survey <http://www.careerbuilder.com/>

NACE Group Discussion
www.linkedin.com

Tips on Securing a Job During Tough Economic Times
<http://abcnews.go.com/print?id=5991762>

What Won't You Do For a Job? <http://online.wsj.com/articles/SB124390030619274289.html>



Spotlight On.....Scott Passeser: MYNCCPOA's Newest Member

by Laurie Joseph, Nassau Community College

There is a reason why Scott Passeser has recently been appointed as Director of Career Services for DeVry College of New York -- he has had quite an impressive career and he was the best candidate for the job. Over the last thirty years, he has established himself professionally as a proven leader in both corporate and educational environments. He brings to his position at DeVry a multitude of skills from a vast array of experiences in media, marketing, public relations, business development and career consulting.

A familiar face to most Long Island Cablevision viewers, Passeser serves as Host and Producer for *Jobline*, a weekly show on News 12 Long Island, which he created twenty years ago. *Jobline* brings critical employment issues to the forefront and features local employers who provide information about career opportunities at their organizations.

Recognized as an expert on workplace issues, as well as marketing and public relations strategies, Passeser has authored over fifty articles which have been published in the Wall Street Journal's National Business Employment Weekly, Long Island Business News, Newsday and Business Long Island.

He has taught courses in *Secrets of Marketing* and *Principles of Persuasion* at Hofstra University as an Adjunct Professor. In addition, he has given over 200 presentations in both corporate and educational settings and has moderated over fifty panels at various business functions. He is the recipient of a *Small Business Administration Award for Media Advocate*.

His previous positions held include: Director of Marketing and Public Relations for Continental Home Loans; On-Site Contract Consultant for Henry Schein Inc.; Director of Marketing, Public Relations and Industrial Outreach for the Center of Excellence in Wireless and IT and Advanced Energy Center at Stony Brook University; Vice-President of LIA Re-Employment Services; President of Lljobs.com; Founder/Executive Director /Outplacement Services for Daniel Scott Associates Inc. and Radio Talk Show Host for WMCA, New York.

Creating and managing educational and employment programs were things that Passeser had been doing quite successfully before he arrived at DeVry. Most recently for Continental Home Loans, he planned, launched and managed an educational program for real estate agents called Continental University.



Before that, he was involved with a MBA Recruitment Program for Henry Schein Inc. which included overseeing Job fairs and campus recruiting. At the Center of Excellence in Wireless and IT and Advanced Energy Center at Stony Brook University, he created and oversaw an outreach program designed to introduce Stony Brook's Engineering and Science programs to middle school and high school students and encourage them to pursue technical careers. This outreach program also involved making presentations at more than fifty schools as well as planning and overseeing technology career fairs.

Mr. Anthony Staziani is the New York Metro President at DeVry who appointed Passeser in November, 2010. He had this to say about him and his many professional attributes. "We are very pleased to have Mr. Passeser join DeVry. He has a wealth of experience in the fields of recruiting and staffing and a keen sense of how to motivate students to pursue careers that match their educational backgrounds and personal interests. With just a few weeks behind him, Mr. Passeser quickly established himself as a credible leader of our Career Services team by assessing the needs of our students, deciding on strategies that will improve student outcomes and graduate satisfaction levels and installing practices to improve service. In his short time at the helm of Career Services, he has developed new relationships with a number of key employers in the New York metropolitan area." With his knowledge of what employers look for in job candidates, there is no doubt that Scott Passeser will continue to send DeVry's students and graduates out into the world of work better prepared. He has already contributed to enhancing the college's image and influencing its success rate. We, in the MNYCCPOA membership, look forward to him sharing his expertise with us, as well.

Gen Y: High on Self-Esteem, Low on Workplace Savvy

by Richard Gluck Career Coach, Managing Director, R. C. Gluck Associates LLC and Executive in Residence at Stony Brook University

As career coaches and counselors, we are skilled at helping students 'find' themselves and providing the tools to help them find a job. That's satisfying, yet time-consuming work that too often doesn't allow a moment for us to address tips for helping them do their best to keep a job. A recent article (*Kiplinger Newsletter* dated Jan 3, 2011) observed that Gen Y's were "clueless about workplace etiquette." Perhaps we can give them some clues.

This article focuses on topics that interns or new employees won't find in an *Employee Handbook*, for instance: knowing what has to get done, understanding corporate culture, planning and goal setting and participating at meetings. So, here are a handful of simple ideas and suggestions you can share with students to help them deal with work stuff.

WORK:

What really has to get done? Their boss or someone in HR will probably give them a Job Description for the position they're filling. That's a list of activities, some more important than others, that make up the job. If they spend their time doing all of those things, the work day should fly by. Still, they may not be satisfied. That's why they need to have a talk early on with their boss. Call it the 'what really has to get done around here' conversation to help the unit, department or company reach its performance goals. With that knowledge, they can focus their efforts on meaningful, goal-directed activities. That's the stuff that counts. In essence, new employees must understand the difference between activity and accomplishment. They also need to know that their job is to help the boss look good, not the other way around. If they do that job well, they will look good in the process.

CULTURE:

Once they know what has to get done, the next question is 'how'. That's a function of corporate culture - the unwritten rules about surviving and succeeding on the job. One way to get a sense for the culture is simply to ask a few people *what's it like around here?* They might hear answers like: if you want to get promoted, learn to play a

decent game of golf, but don't get too good; share information openly with other departments; personal grooming is important; get to work by 7:30a.m., even though the work day officially starts at 8:00a.m.; never copy the boss's boss on an e-mail to him/her.

PLANNING/GOAL-SETTING:

In the words of Yankee great Yogi Berra, "if you don't know where you're going, you'll wind up somewhere else." New employees need to have a rough idea or general direction about where they want to take their careers, at least in the short term. That's planning. It doesn't have to be a long, drawn out plan and can simply be a couple of purposeful statements. They can think of it as a GPS System for their career. The importance of planning is accented in this Japanese proverb: *Planning without action is a daydream; action without planning is a nightmare.*

With a plan in mind, new employees can then set performance goals and hold themselves accountable for achieving those goals. Share with your students the SMART acronym about goal-setting, if you like. Here are some other tips:

- Put the goal in writing (get it out of your head and on to paper/computer)
- Tell people about it (their boss, of course, and perhaps even friends/family)
- Have a daily reminder (e.g. a note on their desk)
- Prepare an action plan (how it will get done)
- Monitor progress (have checkpoints to stay on target)
- Make adjustments as necessary (allow for some flexibility. Stuff happens!)
- Reward themselves for small successes (as key steps are completed in the process)

Goals should be quantifiable. There's an old saying: "If you can't measure it, you can't manage it." Also, the goal should not be set too high. Help them understand that in business they must do what they say they will do. So, the rule of thumb is to 'under-promise and over-deliver'. If you are a *Star Wars* fan, you might recall these words of wisdom from Yoda: "There is no try. There is only do or



Building Interviewing Skills: Separate Yourself from the Masses

by Niki Barnett, L.M.S.W.
Senior Career Associate
Career Center, Stony Brook University

Planning for an interview can be an overwhelming process. What are they going to ask me? What do I say? What do I NOT say? How much information should I give them?

Knowing how to interview properly doesn't have to be a guessing game. There are solid techniques and tips to help you better prepare for your job interview. Breaking down interviewing preparation into 3 easy stages: before, during and after, will ensure order and ease while you are collecting relevant information and practicing for your job interview.

Before

Some say searching for a job is a lot like searching for a "love match." When looking to make a love connection usually we need to know a little about our own interests, likes, dislikes, etc. **Assessing your wants and needs** is a MUST when it comes to making a great love connection. You're most likely asking different questions about your likes and dislikes; however, the process of knowing about who you are, is fairly similar when preparing for a job interview. If you are unsure of your strengths and unique qualities, finding the right career match is like searching for your car keys in the dark. You have to, not only, maintain clarity about what you bring, but also clear and concise regarding your intentions and goals.

In this day and age you can do simple research on-line to learn more about someone you are looking to date. Whether that be using one of the many popular online dating websites i.e. harmony.com, match.com, etc; or you can learn more by simply goggling a person's name. Of course, researching a person is a little different than researching a company, but the concept is still the same.

Seeking to learn about company culture, mission and goals can give you great insight into whether or not you value the same working environment. Learning the "unwritten culture" of a company may be hard to find; however, this information might be learned by someone else who personally knows the company. This is where having a solid network can help in gathering more subjective information about a company. Keep in mind, another person's



perspective is just that – another person's perception of their experience not the "be-all end-all" about the company. If possible, gather subjective information from as many people as you can – more than just one person.

Knowing clearly and concisely your career goals and learning as much as you can about the employer you are interviewing with can set you on the path to a great interview.

Preparation before the interview...

- Write down your career goals, and reflect on your career accomplishments
- Develop and PRACTICE speaking through your career accomplishments
- Create positive "career stories" for each position you have held in the past
- Learn about the company mission, products and services
- If you know the name of the person interviewing you... do research on them through LinkedIn.com
- Learn how to speak about the holes or gaps in your resume - in a positive way.
- Be ready to tell the interview "a little about yourself" – bring your resume to life!
- Practice...practice...practice your "career stories"

During

First impressions are everything! If you made it to the interview than your written resume has made a good first impression. From the minute you submit your resume, whether you like it or not, you are being judged. The interview (phone or in-person) brings into question certain qualities the interviewer is looking for. Can you speak

about your experiences? The interviewer is looking to see if you are what they “imagined you” to be. Did you write your resume? Many people have someone else, whether a professional resume writer or a friend of the family, write their resume. Whoever writes your resume, you MUST be able to speak to what is on it.

What is the interviewer looking for?

First impressions

From the minute you walk into the office, you are being judged, not only by the interviewer, but everyone in the office. Your interactions with the Administrative Assistant matters a lot. Sometimes the Administrative Assistant’s opinion is heavily weighed into whether you are hired or not. Non-verbal and verbal communications matter very much! Just because you do not talk to office staff doesn’t mean you didn’t give them an impression of you. In fact, not engaging in small talk sends a loud and clear message that they do not matter to you.

- Arrive 15 minutes early, but not too early.
- Bring extra copies of your resume, a padfolio and a good pen
- Bring a career related magazine or newspaper to read during your wait. Make sure you have read at least one article, just in case they have that magazine or paper too.
- Engage in small talk; give a firm handshake; make appropriate eye contact; dress to impress; display good manners; and be positive and friendly.

Your experiences & career goals

Your goal here is to make the interview not feel like an interview. When the interview feels like a conversation, you know you are on the right track.

- Be prepared to insert your “career stories” when appropriate.
- Sometimes interview questions are disguised. “Why our company?”
- This is a research question.
- Provide EXAMPLES whenever you can about the strengths you bring.
- So...if you have strong communication skills, be prepared to talk about where you have shown your communication skills.

Your Knowledge of The Company

Be sure to display you have knowledge of their company. Usually, they are looking to see if you did your research

through various questions.

Conclusion

You MUST have meaningful questions for them. You can prepare questions before the interview and develop questions during the interview. Write questions in your padfolio.

- Ask them what the next step in the process is, if they haven’t told you already.
- Collect business cards of all the people you have met that day in the interview. Write down anything interesting on the back of a person’s business card in order to remind you of it later.
- Think about whether or not you still like this company? Are you a good fit? You are interviewing them as much as they are interviewing you!
- Always send a thank you note indicating anything unique that will remind the interviewer, or others, of you.
- If you haven’t heard from them send a follow-up note after 2 weeks.

After

Rest assured, if you do your homework on yourself and the company you will separate yourself from the competition. Moreover, if you create “short career stories” to engage the interviewer, you will separate yourself even more. Employers want to see results. If you can articulate your career accomplishments, in a comfortable manner, you can convey your work ethic and give them insight into your personality and possible company fit or “love connection”.



Employment News from the Feds

by Laurie Joseph, Nassau Community College

Summer Jobs USA Program:

U.S. Dept. of Labor Secretary Hilda L. Solis made it a priority to identify 100,000 summer jobs/ paid internships nationally, within government agencies, not-for-profit organizations and private corporations for the Summer 2011 season. These 100,000 positions were to be earmarked for teenagers and youths, ages 16-24, who are low-income. Organizations such as the USDA Forest Service, Wells Fargo and UPS are among the participating employers. For more information, contact www.dol.gov/summerjobs or www.usajobs.gov.

Little Change in Overall National Employment Rate:

There was not much change in the unemployment rate nationally. According to U.S. Dept. of Labor data reported in April 1, 2011, the nation-wide unemployment rate is holding its own at around 8.8% (for non-farm payroll employment during the month of March, 2010).

Improvement in First-Time Unemployment Filers:

Recent U.S. Dept. of Labor data showed that fewer Americans were filing for unemployment benefits for the first time. Those filing first-time claims decreased by 10,000 for the first week of April, 2011.

Regional Employment Rates Improve:

According to U.S. Dept. of Labor data for February, 2011, there were increases in non-farm employment in our region (an increase of 42,000, not seasonally adjusted). This region covers New York (including Long Island), New Jersey and Pennsylvania.

Special Assistance for Job Seekers with Disabilities:

The federal government has made it easier for job seekers with disabilities to gain employment.

Two new websites, **ABILITY JOBS** and **JOB ACCESS**, allows for easy access to post their resumes for hiring professionals to look at, and also to view the openings which get posted by a wide variety of companies and organizations. For more information go to www.jobaccess.org and gettinghired.com.

Schedule A:

The "Schedule A" Hiring Authority helps job candidates with severe (mental or physical) disabilities by streamlin-

ing and expediting the federal job application process. The majority of job openings at federal agencies are listed at usajobs.gov or specific agency web sites. Job Seekers with Disabilities should apply for jobs listed on these sites under Schedule A. Applicants must meet all of the stated job qualifications and be job-ready for the jobs they apply to.

EARN is a web site that is offered through a division of the U.S. Dept. of Labor, the National Technical Assistance, Policy and Research Center for Employers on Employment of People with Disabilities. It is also affiliated with the U.S. Equal Employment Opportunity Commission. The site provides resources for both employers and job candidates with disabilities. EARN publishes a reference list of various organizations with employment related resources specifically for job candidates. These resources include: a list of One Stop Centers and a list of vocational rehabilitation service agencies. For more information call 1-855-ASKEARN or 1-800-669-4000 or visit www.askearn.org or www.eeoc.gov.



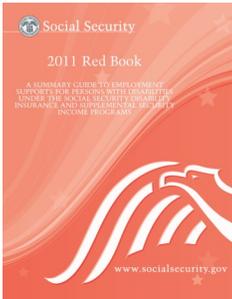
January, 2010 was National Mentoring Month:

In President Obama's December 21, 2010 proclamation, he discussed the important role that mentors play in the lives of America's youth. He stated that mentors "unlock potential and nurture the talents of young people in the community". He honored the mentors that gave of themselves and helped youths through tough times, thus transitioning more smoothly into adulthood. Further information can be obtained at <http://www.ncwd-youth.info/whats-new#20110118>.

Pathways Programs: By Executive Order:

December 27, 2010 was the date when President Obama issued an executive order that was geared towards increasing the number of career opportunities for students and recent graduates within the Federal government. This executive order makes it easier for graduates of the Internship Program, the Recent Graduates Program, and the Presidential Management Fellows Program to be hired for permanent positions within the Federal government. Pathways Programs directs the Office of Personnel Management to issue regulations on how agencies may recruit and hire students through each program.

For further information on the Pathways Programs, go to <http://www.whitehouse.gov/the-press-office/2010/12/27/executive-order-recruiting-and-hiring-students-and-recent-graduates>.



New Red Book Web Site:

The Red Book, which is published annually by the Social Security Administration, is widely known as the all-inclusive reference guide on work incentives for people with disabilities. Employers, as well as employees and job seekers and with disabilities frequently consult this useful guide.

What's New in 2011? is the latest online version of the

Red Book released by the SSA. It provides guidelines and up-to-date information on changes to the benefits rates and maximum earnings that apply to Work Incentives provisions.

For further information, go to <http://www.ssa.gov/redbook/newfor2011.htm>.

Sources: www.dol.gov/summerjobs, www.dol.gov/dol/media, www.bls.gov, www.jobaccess.org, gettinghired.com, www.usa.jobs.opm.gov, www.askearn.org, www.careeronestop.org and www.nytimes.com/2011/04/08/business.

The MNYCCPOA Winter Program: Assessment and Student Learning Outcomes Conference Review

by Laurie Joseph, Nassau Community College

Held at the Borough of Manhattan Community College on February 10, 2011, this Professional Development Meeting showed us how assessment programs in college Career Services offices should be designed and utilized.

It was presented by Annemieke Rice, Associate Director of Assessment Programs at the Buffalo-based consulting firm, Student Voice.

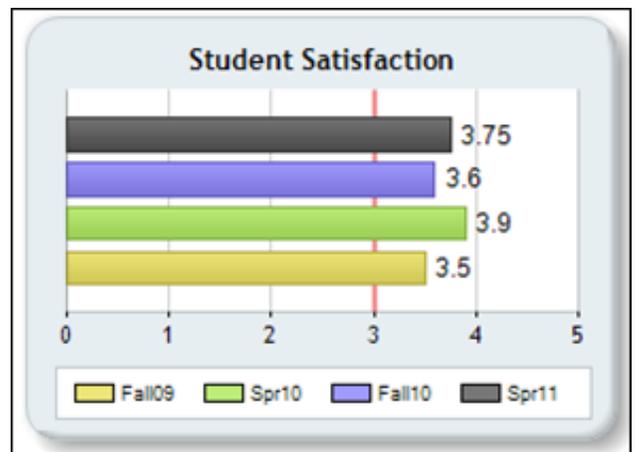
Ms. Rice is recognized across the country as a expert on assessment topics and has visited numerous college campuses to design programs and present training sessions.

The welcome address was given by Melba Olmeda-Amaro, who served as host from BMCC and co-facilitator Amie Vedral from Stony Brook University.

Using a Power Point presentation, hands-on activities and break out sessions, Ms. Rice taught us the basics as we got to develop a comfort level with writing effective survey questions and distinguishing between program and learning outcomes. We learned about: how to specify intended behaviors in learning outcomes; how to select the right assessment methods for our particular needs; how to write effective quantitative and qualitative questions; how to set

up and facilitate focus groups and how to develop and understand data dashboards. We were advised to make sure that our assessment efforts address the mission statement for our department and also and supports the college-wide mission statement and/or strategic plan. Participants had the opportunity to write survey questions utilizing questionnaire writing guidelines, and have their questions reviewed and critiqued.

Ms. Rice did an excellent job in presenting this usually dry and complex topic, in a light and relevant user-friendly way. Her step-by-step guide to assessment planning and ad-



Fall Conference Review The MNYCCPOA Fall Meeting: 50th Anniversary Celebration & Careers in Publishing

by Laurie Joseph, Nassau Community College



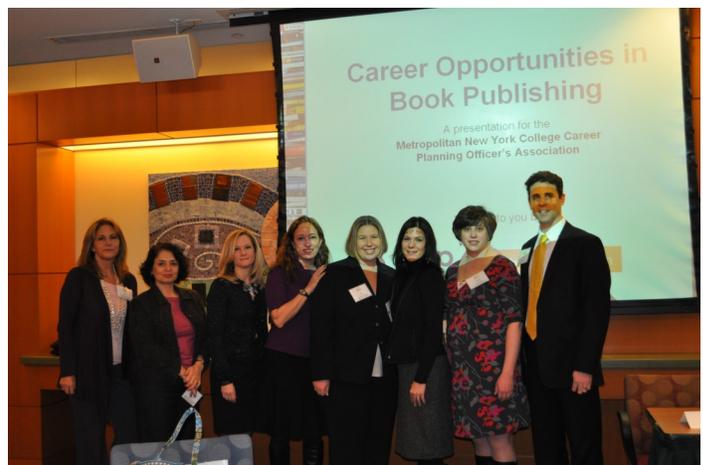
It's not everyday that your professional organization turns fifty. And, it was no everyday event on December 14, 2010. The fall meeting allowed us to take a close look at today's dynamic publishing industry, and look back over fifty years of the Career Services profession. Over 100 attendees were treated to highly energizing and thorough presentations and a historic MNYCCPOA retrospective, which was topped off by a champagne toast and a delicious anniversary cake. The program was held at Random House Inc. in NYC and also co-sponsored by the publishing giant. Other co-sponsors included the Association of American Publishers and bookjobs.com.

Tina Jordan, V.P. of the Association of American Publishers, gave the welcome address. "This is the most exciting time to be in publishing. You don't have to be an English major or a liberal arts major; there is no direct line to a successful career in publishing. There are a lot of different twists and turns along the way. This industry brings the art of the written word and commerce together. Most publishers are welcoming the digital world. eBooks makes up 9% of the total market right now. There is a high concentration of publishing jobs in New York. Bookjobs.com is the place to go when looking for a career in the industry. All publishers list their jobs and their internships on this site," she said.

Other speakers from the publishing panel informed us about the different types of publishers. They also provided departmental overviews and organizational charts, and described the entire publishing process in all of its

stages (from manuscript submission through distribution). These other panelist included: Lisa Pozarowski, HR Manager at Sterling Publishing; Ayana Albert, H.R. Manager at Macmillan, Carolyn Zimatore from H.R. at Penguin Group USA, Adam Goldberg, Associate Director of H.R. at Hachette Book Group and Alison Parker, H.R. Generalist at Random House.

After the publishing panel, we were treated to a celebration of our history. With presentations, trivia quizzes and prizes given out by longtime MNYCCPOA members and Past Presidents Judith Nysten, Greg Sobol and Connie Egelman, we laughed a lot and we were all touched by the emotional tributes. All of the Past Presidents in attendance were honored, as well as the executive board members. Four new Honorary Members were named: Jeanette Grill, formerly of the C.W. Post Campus of L.I. University; Patricia McManus, formerly of St. John's University; Patricia Mitchell, formerly of Adelphi University and Barbara Van Buren, formerly of NYIT. Congratulations to them all.



The planning committee also deserves special recognition. Andrea Lipak, Keith Okrosky, Connie Egelman and Debra Klein did a superb job in coordinating such a successful program and making it such an elegant and enjoyable event.





New York Women in Communications Annual Career Conference Review

by Laurie Joseph, Nassau Community College

Over 300 students showed up at the 2010 New York Women in Communications Career Conference to hear presentations given by leading communications industry leaders. It was held at the Grand Hyatt Hotel in NYC on November 6, 2010. Over fifty speakers shared their knowledge and insight on most of the popular communications career areas. These areas included: public relations; advertising; visual communications; broadcast and cable journalism; marketing/integrated communications, digital marketing and social media; magazine writing; online reporting and communication entrepreneurship.

Panelists providing career advice at the *Secrets to a Successful Job Search* panel all agreed that joining a variety of networking groups and learning from others' experiences is crucial.

Barbara Safani, owner of Career Solvers, spoke of how important networking was in her own career as she revealed that she found her first copy job at NBC News through one of her relationships.

Lindsey Bunton, H.R. Recruiter at Conde Nast recommends that candidates utilize a wide variety of job search methods including LinkedIn and employment websites. She found one of her previous jobs through careers.com. Alison Osterbur, Director of H.R. for iVillage, NBC Universal believes that "internships and leadership roles are key. Brian Knox, Senior Vice President and Director of Corporate Diversity at Katz Media, told the group that "he likes to recruit candidates that don't want to take no for an answer". Vicki Salemi, author of *Big Career in the Big City*, and moderator of the panel, spoke about the fact that "so many people handled the weak economy by going on for graduate degree programs, after receiving their undergraduate degrees".

This annual conference is sponsored by the NYWICI Foundation Board. The organization typically awards more than \$100,000 to scholarships for high school, undergraduate and graduate students every year. It also maintains internship listings on its web site and offers student memberships. Contact www.nywici.org for more information.



COMMITTEE NEWS



Meg Darnell, Dean of Alumni Services at the Swedish Institute in NYC, is MNYCCPOA's new Communications Committee Chair.

Meg brings a new perspective to the group. She will be the person to contact if you would like help with publicizing your programs or making various announcements.

Her role will include: coordinating the LinkedIn group, overseeing the website and newsletter, and helping all of us communicate better with each other.

The Alva Cooper Awards

The Alva Cooper Awards Committee establishes guidelines for judging criteria, makes recommendations regarding award categories and eligibility and selects the recipient(s) for this prestigious award.

Jennifer Grauso

St. John's University
Career Center
8000 Utopia Parkway
Queens, NY 11439
718-990-1325
718-969-0446 fax
grausoj@stjohns.edu

Membership

The Membership Committee develops the membership brochure, solicits new members and supports the treasurer in the renewal of memberships each year.

Tracy McGarry
New School
Tracy.mcgarry@gmail.com
(914)779-2245

Cheretta Robson
Assistant Director of Career Development
St. Francis College
180 Remsen Street, Brooklyn Heights, NY 11201
718-489-5262
718-489-5304 Fax
crobson@stfranciscollege.edu
www.stfranciscollege.edu

To nominate yourself or another person for a committee, contact

Jennifer Miller
Career Counselor
Career Services
Fashion Institute of Technology
Seventh Ave at 27 Street, Rm B-216
New York, NY 10001
Phone: 212.217.3009
Fax: 212.217.3001
jennifer_miller@fitnyc.edu



Communications

Meg Darnell, LMT
Dean of Alumni and Student Services
Swedish Institute
212-924-5900 x 142
mdarnell@swedishinstitute.edu

Newsletter

MNYCCPOST is published three times per year, and solicits and writes articles for inclusion in the newsletter.

Laurie Joseph

Nassau Community College
1 Education Drive
Garden City, NY 11530
(516) 572-7132
(516) 572-7820 fax
joseph@ncc.edu

Sue Gubing

CareerSmarts/Buffalo State College
(631)979-6452
sue@careersmarts.com

Public Relations

This committee publicizes the work of the organization and its members to the professional community and the press, serves as part of the editorial staff of MNYCCPOST, handles special correspondence and assists in publicizing the Alva Cooper Award.

Darren Petronella

Career Counselor/Professor
Career Counseling Center
Nassau Community College
Nassau Hall, Rm 14 1 Education Drive
Garden City, NY 11530
516-572-7696
516-572-7820 (fax)
petrond@ncc.edu

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OFFICERS

PRESIDENT

Joni O'Hagan, Assistant Director
St. John's University Career Center
8000 Utopia Parkway, Queens, NY 11439
Phone: 718.990.6376; Fax: 7187.969.0446
ohaganj@stjohns.edu

FIRST VICE PRESIDENT

Andrea Lipack, Associate Director
Stony Brook University Career Center
Melville Library, Room W-0550
Stony Brook, NY 11794-3363
Phone: (631) 632-6892; Fax: (631) 632-9146
andrea.lipack@stonybrook.edu

SECOND VICE PRESIDENT

Jennifer Miller, Career Counselor
Fashion Institute of Technology, Career Services
Seventh Ave at 27 Street, Rm B-216
New York, NY 10001
Phone: 212.217.3009; Fax: 212.217.3001
jennifer_miller@fitnyc.edu

SECRETARY

Nicole Wolfrath, Associate Director Of Career & Internship Services, Eugene
Lang College—Office of Career Development
New York University, 64 West 11th St., Room 101
New York, NY 10011
Tel 212.229.1324, Fax 212.979.6561
wolfratn@newschool.edu

TREASURER

Theresa Conway, Baruch College
151 East 25th St., New York, NY 10010
Tel 646.312.1342
Theresa.conway@baruch.cuny.edu

DIRECTOR OF PROGRAMS

Keith R. Okrosy
Hunter College, CUNY
Career Development Services
695 Park Avenue, East 805
New York, NY 10021
Phone: 212.772.4851; Fax:
kokrosy@hunter.cuny.edu

HISTORIAN

Nancy Urbonas, (LIU- C.W.Post Campus)
Assistant Director of Academic and Career Counseling
C. W. Post Campus of Long Island University
720 Northern Blvd., Kumble Hall, Lower Level
Brookville, NY 11548-1300
Phone: 516.299.2746; Fax:516.299.4112
Nancy.urbonas@liu.edu

PAST PRESIDENT

Diane S. Machado, Director
Career Development & Internships
College of Mount Saint Vincent
6301 Riverdale Ave., Riverdale, NY 10471
Phone: 718-405-3262; Fax: 718-405-3491
diane.machado@mountsaintvincent.edu

Attention MNYCCPOA members:

MNYCCPOA is your network. Share your expertise, your ideas your best practices and website, book or conference reviews with your fellow MNYCCPOA members. Your articles and/or photos are needed for future issues of MNYCCPOST.

Submissions are welcome on all career-related topics. Please send materials to laurie.joseph@ncc.edu.

UPCOMING EVENTS

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June 10-15, 2011, The NACE 2011 Management Leadership Institute (MLI) will be held at The Hotel Contessa in San Antonio, Texas. This conference is designed for practitioners that don't have extensive management training. It will cover topics such as: leadership development; marketing programs and services, strategic planning and examining your budget. For further information go to www.naceweb.org/2011/management_leadership_institute/ or contact Maria Kaczmar at (800)544-5272, ext. 155.

July 26-27, 2011, The NACE Career Coaching Intensive Workshop will be held at John Hancock Financial Services in Boston, MA. Maria Kaczmar at (800)544-5272, ext. 155.

A CALL FOR ARTICLES

Please contribute to MNYCCPOST. All articles on career-related topics are welcome including: Best Practices; Conference Reviews; Web Site/ Book Reviews and other original materials. Share your ideas and your successes with your colleagues. All submissions should be sent to the MNYCCPOST editor at: Laurie.joseph@ncc.edu.

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