



# NJACE ACCESS

New Jersey Association of Colleges and Employers

VOLUME 2, ISSUE 2

NOVEMBER 2008

## EXECUTIVE BOARD 2008—2009

- **President**  
Cristina Damiao
- **President-Elect**  
Alyssa Buxbaum
- **Past President**  
Debra Stark
- **Treasurer**  
Debra Kelly
- **Secretary**  
Elisa Varon
- **Employer Relations Representative**  
Brianna MacKenzie
- **College Representative**  
Eileen Quaglino

**Newsletter Editor**  
Alyssa Buxbaum

## INSIDE THIS ISSUE:

New Jersey	2
Member News	2
Employer's Corner	3
Did You Know	3
Who to Ask	4
Calendar of Events	4

## President's Message

Dear NJACE Members,

As we quickly near the end of 2008, we are facing tough economic times in not only New Jersey, but across the nation. According to the (AP), in November unemployment in the Garden State has hit a 5-year high, while the nation's jobless rate increased by 6.5 percent. Moreover, besides increasing job loss in the finance industry, there have been tremendous job losses in service-providing industries, manufacturing, and construction. However, continued growth has occurred in the government sector, healthcare, mining, and other unique individual ventures. For those of us in academia and the business arena, we serve as the nexus between students and employers. Our role is critical in bridging the gap between various factions in New Jersey and beyond. We play a unique role, that of: historian, practitioner, counselor, researcher, analyst, teacher, employer, advocate, sponsor, and so forth in the lives of our students,

alumni, clients, and employers. With this in mind, the question becomes, how do we continue to be relevant in these rapidly changing times?



Information attainment and management is the key to our success. According to Kofi Annan, seventh Secretary-General of the United Nations, "Knowledge is power. Information is liberating. Education is progress, in every society, in every family," thus, our ability to be well informed and properly utilize this information can make us relevant. This is the advantage of being affiliated with NJACE. As an organization, we represent many linkages which give us access to a wealth of resources. More importantly, we are in the gateway region of the nation;

consequently, the information that comes before us is up-to-date and up-to-the-minute. As a result, sharing information amongst ourselves is tantamount to our overall success as individuals, the people we serve, and our entire community.

So, I implore you to get active with NJACE, share information with NJACE via our website and e-newsletter, but more importantly, share your wonderful gifts and talents with other members. What better way to be relevant?

I wish you all a productive end of the year (2008) and a prosperous New Year (2009)! See you at the next NJACE event.

*Cristina Damiao*

**Cristina Damiao**  
President, 2008-2009

Please visit the US Dept. of Labor for more employment statistics at <http://www.dol.gov>

## The Many Faces of the Millennial Generation

*by Edwin Koc, excerpt from October 2008 NACE Journal*

A great deal has been written and said purporting to characterize the current generation of college graduates, particularly as to how they will approach the job and the workplace after they graduate. In previous articles in the *NACE Journal*, we have questioned the validity of these characterizations, and in the recently published *2008 NACE Student Survey*, many of the general tenets of the Millennial characterization are shown to be essentially wrong, at least as far as the majority of students are concerned.

The general belief that this generation has a weaker work ethic than previous generations of graduates, based on their positive rating for work-life balance, is not substantiated by the data in the NACE survey of more than 19,000 students. The survey asked students two direct questions to measure work ethic: "How many hours per week are you willing to work in your first year after graduation?" and "How many nights per month are you willing to be away from home on behalf of your job?" These two questions operationalize the general concept of work-life balance by going to the heart of the work-life trade-off. Furthermore, the report based on the survey was able to compare the responses of this year's graduates—Millennials—with those from 1982—late Baby Boomers. In that year, a similar student survey was conducted with the support of the NACE Foundation. By comparing responses from students graduating from the two different periods, we are able to assess how much the level of work ethic has changed from the Baby Boomers to the Millennials. The answer is not at all. The average work ethic for students graduating in 2008 is precisely the same as it was in 1982.

Excerpted from the October 2008 *NACE Journal*, with permission of the National Association of Colleges and Employers, copyright holder. You can read the full article at <http://www.naceweb.org/pubs/journal/2008october/koc.htm>

## About New Jersey: 2008 Governor's Conference on Workforce and Economic Development

**When: December 1—3, 2008**

**Where: Trump Plaza, Atlantic City**

Gov. Jon S. Corzine invites you to attend the 2008 Governor's Workforce and Economic Development Conference to explore the latest trends in workforce and economic development.

**Conference will include:** educational seminars, best practice models and networking. Workshops topics include *Workforce Needs of Life Sciences Employers in New Jersey; Jobs in Casino Gaming and Entertainment; Overlooked Talent Pools; Future of Employment In New Jersey's Financial Services Industry*, among many others

**For details, visit:** <https://www.regonline.com/656774>

## Rutgers University and Seton Hall University Focus on Federal Employment Opportunities and Training

**Rutgers University** hosted its first ever Federal Jobs Career Day on Friday, November 7, 2008 from 10:00a.m. until 3:00p.m. and it was held on the New Brunswick campus at the Rutgers Student Center, Multipurpose Room & Main Lounge. This event was sponsored in partnership with the Office of Personnel Management (OPM) and the Rutgers' Office of Career Services and was open to students and alumni from all two and four year colleges and universities in New Jersey as well as select institutions in the tri-state area.

The event featured a consummate career fair, with representatives tending to their agency booths sharing career information with the candidates, and two separate seminars on "How to Apply for a Federal Job",

were facilitated masterfully by Mr. Dave Herman, a representative of the Office of Personnel Management. The Federal Jobs Career Day yielded the following numbers:

- 1,012 candidates attended
- 83 different colleges and universities represented
- 46 federal agencies attended
- 214 candidates attended the "How to Apply for a Federal Job" Seminars

This inaugural career day was a tremendous success. A power point presentation is available by contacting Mark O. Kerr, Special Projects Coordinator, Rutgers University Career Services at 732-932-7997 ext. 11 or via e-mail at marker@echo.rutgers.edu

**Seton Hall University** will be hosting a Federal Advisor Training Workshop on Friday, February 6, 2009, from 9:00 - 4:30 p.m. Registration deadline is January 30, 2009, and the cost is \$150.00. Additionally, participants can earn 6.5 CEUs. The purpose of the training will be to:

- Learn how to navigate the federal process
- Identify best practices
- Discuss how to promote federal service in cost-effective and sustainable ways

For more information about the training please visit the following website:

<http://federaladvisortrainingseton-hall.evenbrite.com/>

## Member News

**Will Hill, Assistant Dean for Placement and Student Employment at Monmouth University** was featured in a spotlight article by the Asbury Park Press on September 10th.

**Cristina Damiao, Director, Career Services Center at Felician College**, elected incoming President for the Middle Atlantic Career Counseling Association, Inc. (MACCA) in November 2008.

### Welcoming New Members!

**Travelers:** Kathy Bellman

**Caldwell College:** Geri Perroet,

**Rowan University:** Melanie Basantis, Kathy Urbano, John Robinson, Margaret Van Brunt, Ruben Britt, Carol Eigenbrot, Lori Ann Getler, Harold Thompson, and Julia Beth Rey.

# Employer's Corner

## Next Step in Ft. Monmouth Redevelopment

From the NJ Department of Labor website (press release on Sept. 25th):

New Jersey Labor Commissioner David J. Socolow, today, announced a workforce and economic development initiative by the State of New Jersey in partnership with the United States Army. The Department of Labor and Workforce Development has issued a request for letters of intent from non-profit organizations interested in competing for a Workforce Development Planning Grant.

The funds will be granted for the planning and implementation of a

Technology Center located in the Fort Monmouth region that will make productive use of the expertise of a team of highly-skilled former Fort Monmouth workers and other recruited experts.

Commissioner Socolow said, "It is important to maintain the Fort Monmouth region's concentrated high-technology knowledge base. This partnership offers an opportunity to spur workforce and economic development in the Fort Monmouth region both in the near term and also would focus on success in the longer term. The Technology Center, staffed with skilled high-tech communication workers, would pursue the development of new lines of business in commercial markets; federal, state and local government contracts as well as fulfilling an anticipated

contract to support the U.S. Army's Command, Control, Communications, Computers, Intelligence, Surveillance, and Reconnaissance (C4ISR) mission.

This initiative offers a 'win-win' approach for workers and the Fort Monmouth area. It will develop a public-private partnership that can maintain a core group of highly skilled workers in the region and if the Fort remains open this partnership would provide a model for future high-tech development the region," Socolow added.

The request for letters of intent is available on the Department of Labor and Workforce Development's Website at [www.nj.gov/labor](http://www.nj.gov/labor)

## Did You Know

### Social Networking meets Professional Networking

NJACE, EACE & NACE are on LinkedIn ([www.linkedin.com](http://www.linkedin.com))

EACE is on Facebook ([www.facebook.com](http://www.facebook.com))

### NJ helps Employers with "Positive Recruitment"

From the NJ Department of Labor, Employer Services website

Positive recruitments help employers save time and money. Business Representatives assist employers interviewing candidates who have the backgrounds that they require.

Schedule a date, time and place for a NJ Business Business Representative to pre-screen job applicants selected from the company's pool of submitted resumes.

Also on the website: The Employer HR Support Program of HR seminars and assistance terminated on July 31, 2008

### Personality Trait Testing by Employers

From EONews.com

Pre-hire personality trait testing that could be used to diagnose psychiatric disorders is a prohibited medical exam under the ADA. (Karraker v. Rent-A-Center, 7th Cir)

### The Internet and Background Checks

If an employer uses an outside company to screen prospective employees, the Fair Credit Reporting Act (FCRA) applies. If the FCRA applies, then the employer is required to disclose the fact that a background check was conducted and, more importantly, what information was used for

the employment decision. This is not the case if an employer, internally, uses the Internet to conduct a search on its prospects.

Using the Internet to screen out applicants is also potentially dangerous for employers. The information contained on these sites may appear beneficial, but it may also open the door to future litigation. When interviewing potential applicants, there are numerous topics that are clearly off-limits. By using the Internet to screen applicants, however, the employer may obtain information that goes above and beyond the information obtained in a general interview.

Excerpted from the Summer 2008 *Legal Issues* mailing, with permission of the National Association of Colleges and Employers, copyright holder. The full article is available on NACEWeb at [http://www.naceweb.org/info\\_public/legal.htm](http://www.naceweb.org/info_public/legal.htm).



## NEW JERSEY ASSOCIATION OF COLLEGES AND EMPLOYERS

*"...building relationships between colleges and employers..."*

### NJACE Board: Who to Ask

Questions or comments?  
Interested in sponsoring or  
advertising in an issue of the  
NJACE E-Newsletter?  
Please contact

**Alyssa Buxbaum**, News-  
letter Editor, at  
[abuxbaum@monmouth.edu](mailto:abuxbaum@monmouth.edu).



Are you an **employer** curious about joining NJACE, offering special or discounted services to NJACE members, networking with college/university representatives or presenting at a roundtable or workshop?

Contact our **Employer Representative Brianne MacKenzie** from Enterprise Rent-a-Car. Brianne can be reached at [Brianne.M.Mackenzie@erac.com](mailto:Brianne.M.Mackenzie@erac.com)

Are you a **career services employee** looking to reach out to your colleagues, network and keep up-to-date on current trends in career services and employment through educational workshops and networking with employers?

Contact our **College Representative Eileen Quaglino** from Ramapo College of NJ. Eileen can be reached at [equaglin@ramapo.edu](mailto:equaglin@ramapo.edu)

Do you have **suggestions** for future programs, such as topics or speakers? Or an idea for the next newsletter?

Contact our **President-Elect Alyssa Buxbaum** from Monmouth University. Alyssa can be reached at [abuxbaum@monmouth.edu](mailto:abuxbaum@monmouth.edu)

Questions about your **membership registration**? Contact our **Secretary Elisa Veron** from Seton Hall University at [varoneli@shu.edu](mailto:varoneli@shu.edu)

Want to confirm that **payment** was received? Reach out to our **Treasurer Deb Kelly** of The College of NJ at [dkelly@tcnj.edu](mailto:dkelly@tcnj.edu)

Have a question which does not fall into one of the above categories? Contact **President Cristina Damiao** of Felician College at [damiaoc@felician.edu](mailto:damiaoc@felician.edu)

## Calendar of Events (all events are subject to change)

### NJACE Events

**December 2008** — Membership Surveys

**January 9th**—NJACE Directors' Roundtable, location TBA

**January 15th**—NJACE Roundtable, location TBA

**March 9th**—Mini Spring Conference

**June 4th**—Directors' Roundtable

**June 11th**—Roundtables and End-of-Year Affair

### Throughout New Jersey

**January 7th**—Rutgers University Collegiate Career Day, New Brunswick campus

**February 6th**—Federal Advisor Training (become formally trained on finding Federal Government opportunities and the application process), Seton Hall University, South Orange, NJ