

12:00 PM – 4:00 PM	Registration Roanoke Ballroom Foyer (North Entry Foyer)
1:00 – 1:15 PM	Welcome and Announcements Roanoke Ballroom C/D General Session
1:15 PM – 2:35 PM	Keynote Speaker: Imagine That! Scott Duncan, Creator and Chief Agitator Roanoke Ballroom C/D General Session Jump start your VACE 2024 Conference experience with this interactive exploration of creativity, teamwork and fun in game show fashion! Be an onstage contestant or active audience participant. Engage with each other in a setting that requires quick thinking, imagination, and stepping outside of the box. Be surprised and delighted by what your collective imagination can come up with under pressure. Energize and get ready for learning, networking, and inventive thinking at the Conference!
2:45 PM – 3:45 PM	Break Sessions #1 <u><i>Learn to Interrupt: Effective Communication Strategies for Women in the Workplace</i></u> Virginia Dameron, Senior Career Counselor, Virginia Commonwealth University Roanoke Ballroom C/D There is no best communication style for all workplace interactions – adapting language to your audience is important. Yet in professional development training for workplace communication, different styles between women and men are overlooked. Explore how differences can cause miscommunication. Learn practical tips on how to project confidence, reframe words, and speak with purpose. An interactive session where participants can role play and practice new techniques and receive constructive feedback from each other in a supportive environment. <u><i>All In: Empowering Inclusive Leadership</i></u> Tamica Spencer-Helms, Learning Facilitator, Mentor Virginia Roanoke Ballroom E/F Learn to foster inclusive, equitable, and culturally relevant mentorship using dynamic exercises, critical consciousness development, and hands-on learning. Gain insights into inclusion, equity, and cultural sensitivity recognizing authentic connections. Participants are empowered to guide young adults with cultural sensitivity, fostering personal growth and well-being. This initiative celebrates the transformative impact of genuine connections. <u><i>Unveiling the Future: Leveraging AI at a Small Liberal Arts College</i></u> Meghan Jester, Director of Career Exploration, Roanoke College Roanoke Ballroom G/H Discover how AI is transforming job search and career growth. An overview of the PLACE, an innovative Career Services office; AI-driven resource development and promotion; and practical application of AI in individual career development sessions. The presentation equips entry and mid-level professionals with the knowledge to navigate the ever-evolving job market with confidence and efficiency.
4:00 PM – 6:00 PM	Hotel Check-In Take time to check into your room or explore the beautiful hotel and downtown area or enjoy a relaxing break before the President’s Reception. Newcomers! Freshen up and get ready for the Newcomer’s Networking Event!

5:00 PM – 6:00 PM	<p>Newcomer’s Reception Roanoke Ballroom C/D Newcomers Unite! Join your fellow Newcomers, the Newcomers Committee, and VACE Board Members for a fun time of connections, conversations, and dessert! We’ll start off with a “painless” low-stress icebreaker just for the Newcomers, then roll into a “Dessert First” conversation with members of the VACE Board featuring some tasty dessert samples.</p>
6:00 PM – 7:00 PM	<p>President’s Reception Roanoke Ballroom Foyer Enjoy light hors d’oeuvres and a drink on us while you network with your fellow VACE members. Cash bar will also be available.</p>
7:00 PM – 9:00 PM	<p>Dinner and Awards Ceremony Roanoke Ballroom A/B Enjoy dinner with friends and celebrate our award winners who contribute so much to VACE and to the career development and employment industries.</p>
9:00 PM – 11:00 PM	<p>Hospitality Suite Don’t let the fun end! Join us in the Hospitality Suite for drinks, snacks, and great conversation in this grand hotel setting.</p>

THURSDAY APRIL 25th

8:30 AM – 10:00 AM	<p>Breakfast Roanoke Ballroom Foyer</p>
9:00 AM – 9:50 AM	<p>Business Meeting Roanoke Ballroom C/D – General Session</p>
10:00 AM – 4:00 PM	<p>Registration continues</p>
10:00 AM – 4:00 PM	<p>One-on-One Professional Development Sessions with Mary Ann Gilmer Buck Mountain Room Mary Ann Gilmer, Founder of GROW Leadership and our closing keynote speaker will hold individual professional development sessions with any conference attendee who is interested in receiving great advice in a coaching session with an executive training consultant. See SCHED for the Sign Up Sheet</p>
10:00 AM – 11:00 AM	<p>Breakout Sessions #2 <u><i>Teamship: Internships Reimagined for Modern Work</i></u> Dan Gonalez, Co-Founder and CEO, District C Jessie Vernon, Program Manager, Institute for Advanced Learning and Research Roanoke Ballroom C/D Teamship is a reimagined team-based internship model that provides students with an opportunity to build the skills employers are looking for while solving real problems for real businesses. As we work to diversify and scale high quality work-based learning opportunities for students, Teamship addresses the challenges of traditional internships: equitable access, meaningful work, and high-quality mentorship.</p>

Understanding the Impact of Psychological Safety to Achieve Peak Performance

Camica Credle, Chief Equipping Officer, Credle Consulting

Roanoke Ballroom E/F

This interactive session explores the powerful impact of psychological safety on achieving peak workplace performance. By fostering psychological safety, organizations can unlock the full potential of their teams and individuals, leading to higher levels of creativity, collaboration, and problem-solving. Gain insights into how psychological safety drives peak performance and discover practical strategies to cultivate a psychologically safe culture that nurtures and empowers employees to reach their highest levels of achievement.

Transforming Federal Work Study for Career Equity and Access

Philip Heavilin II, Director for Internships and Applied Learning, William and Mary
Kathleen Powell, Chief Career Officer and Associate Vice President for Advancement, William and Mary

Roanoke Ballroom G/H

There is a focus on internships in higher education, in the media and in our professional associations. Inequities exist between paid and unpaid internships and students with and without career capital. This presentation engages participants in how to transform federal work-study campus jobs into internships.

11:15 AM – 12:30 PM

Round Tables

Roanoke Ballroom C/D – General Session

Round tables give members with similar concerns, issues, and information the ability to informally discuss challenges and solutions. Join a table for a while and then switch or stay with the group that shares your interests. Topics include:

- Accelerate Your Network: VACE Mentorship Mingle
- Dress to Impress or Dress to Express: A Discussion of Professional Dress Standards through an Inclusive Lens
- VACE Leadership: Meet Your Board and Committee Sign Ups
- Hot Topics for Employers
- Hot Topics for Small Colleges
- Hot Topics for Larger Universities
- Promoting NACE Competencies

12:30 PM – 1:30 PM

Lunch

Roanoke Ballroom A/B

1:30 PM – 2:45 PM

Employer Panel

Moderator: Ashley Crute

Roanoke Ballroom C/D - General Session

Hear from and ask questions of our employer panel and hear about trends in hiring practices, college relationships, and recent college graduate onboarding.

2:45 PM – 3:00 PM

Break

3:00 PM – 4:00 PM

Employer Speed Networking Event

Roanoke Ballroom C/D – General Session

Have fun at our Employer Speed Networking event and learn about the opportunities for internships, employment and other programs for recruiting great grads into great careers.

4:00 PM – 5:00 PM

Breakout Sessions #3

The Career Workshop Is Dead: Shifting to Content and Experience Design

Jeffrey White, Director of Career and Life Design, Hollins University

Amber Becke, Associate Director of Career and Life Design, Hollins University

Roanoke Ballroom C/D

Addressing post-pandemic decline in workshop attendance, Jeffrey and Amber share insights into shifting from traditional methods to content and experience design, anchored in design thinking principles. Engage in creating content using real-life examples and tools, culminating in a hands-on activity to build and refine prototypes. This session promises practical skills and insights for enhancing student engagement and learning through creative content design.

Breaking Barriers: Redefining Professionalism for Inclusive Workplaces

Breona Walker, Assistant Director of Career Education, VCU

Roanoke Ballroom E/F

Explore professionalism's roots and its impact on marginalized groups in contemporary workplaces. Discover how this concept, originally designed for ethics, perpetuates hierarchies that disproportionately disadvantage workers of color, non-binary, LGBTQIA+ individuals, and other underrepresented groups. Uncover Eurocentric norms shaping one definition of "professionalism" and address the impact of professionalism as a racist social construct, tackling implicit biases in hiring, promotions, and workplace dynamics. Discover the importance of creating inclusive cultures that actively dismantle oppressive structures, benefiting workers and enhancing productivity and innovation.

Demystifying CPT and OPT When Working with International Students

Caleb Simon, Community Relations Coordinator, University of Lynchburg

Kara Douglas, Career and Internship Counselor, University of Lynchburg

Roanoke Ballroom G/H

This program addresses complexities of Curricular Practical Training (CPT) and Optional Practical Training (OPT) for international students, targeting local employers and career services personnel. Gain insights into legal, administrative, and compliance aspects of CPT and OPT employment. By equipping both employers and career services staff with essential knowledge, the program aims to facilitate the successful integration of international students into the workforce, thereby enriching the professional landscape with diverse talents and perspectives.

5:00 PM - Until

Dinner on Your Own

Explore the area and dining options with your VACE colleagues. Roanoke has a great variety of fun and delicious fare. Need some company? Join groups for dinner at different locations by signing up at the Registration Table.

8:00 PM – 11:00 PM

Hospitality Suite

Don't let the fun end! Join us in the Hospitality Suite for drinks, snacks, and great conversation in this grand hotel setting.

FRIDAY 26th

8:30 AM – 10:00 AM

Continental Breakfast

Roanoke Ballroom Foyer

9:00 AM – 10:00 AM

Breakout Sessions #4

Faculty Learning Opportunities Incorporating NACE Competencies in the Classroom to Help Students Become Career Ready

Laura Faulcon, Director of Career Exploration and Development, Reynolds Community College
Roanoke Ballroom C/D

Learn how the Career Services Team at Reynolds Community College provided training to their full-time and adjunct faculty through a series of eight, never-before professional learning sessions aimed at incorporating NACE standards into course content and garnered employer feedback to improve student outcomes.

Equity Audits: A Process for Self-Assessment and Improvement

Derek Chen, Diversity and Inclusion Coordinator, James Madison University
Roanoke Ballroom E/F

With increased need for evidence and data-informed practices, departments must develop processes for self-assessment. To enhance JMU's University Career Center's work from an equity-minded lens, they conducted an Equity Audit examining ongoing professional development for staff, effectiveness and accessibility of programs and services, and articulating action steps to meet diverse students' needs. Learn how this process can be applied to your office.

DEI Trends Unleashed: Highlighting Henry "Box" Brown Mailing Himself to Freedom

Dwayne Bennett, CEO, Speaker, Author, Yes to Success, LLC
Roanoke Ballroom G/H

Embark on an inspirational journey exploring the saga of Henry "Box" Brown—an enslaved man who mailed himself to freedom. Diverse narratives redefine corporate culture, inspiring workplace resilience and leadership. The collaborative spirit - transcending races, genders, and cultures - becomes a catalyst for DEI advocacy. Uncover historical parallels, comparing Brown's era to present, emphasizing empathetic decision-making. Experience the power of unity, echoing Brown's journey, unlocking pathways to professional success.

10:00 AM – 10:10 AM

Break

10:10 AM – 11:00 AM

University Panel

Moderated Panel

Roanoke Ballroom C/D - General Session

Hear from and ask questions of a panel of college and university professionals about current trends in career preparation and employer relations.

11:00 AM – 12:00 PM

The Learning Journey: Self-Development, Team Development, Student Development

Mary Ann Gilmer, Founder, GROW Leadership

Roanoke Ballroom C/D - General Session

Understanding the life experiences that shape who we are and how we learn is critical to future self-development. Learn how to identify those aspects of your life that have shaped your career development and how to craft learning experiences that accelerate your learning, the learning of your team members, and the development of students.

12:00 PM – 12:15 PM

Wrap Up

Roanoke Ballroom C/D - General Session

Thank you for being a part of the VACE 2024 Conference!