The dictionary defines the term diverse as a different kind; variety. In a workplace, this means the variety among people related to factors such as age, gender, culture, education, employee status, marital status, national origin, physical appearance, race, religion, and sexual orientation. Though these differences themselves are undeniable, corporate culture and society at large often downplay them. More recently, however, awareness of the role they play in organizational effectiveness has generated the attention it deserves.

Valuing diversity means acknowledging that other people, other races, other voices, and other cultures have as much integrity in the world as you do. It is the recognition that there are other ways of viewing the world, solving problems, and working together.

Managing diversity means creating an environment where all differences are valued, and in which each employee can develop to their full potential. By promoting this culture an organization gets the most from its employees. Companies that effectively manage diversity recognize that it is not enough to hire employees from underrepresented groups; they must also provide an environment where all employees are supported and valued.

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Career Tip: Globalization, virtual offices and corporate takeovers mean today’s employees and managers with different backgrounds, work ethics and communications styles are increasingly expected to come together toward a common purpose.

While culture clashes aren't uncommon and can present a range of challenges in a corporate environment, it is in a company's best interest to embrace the differences among employees rather than avoid them, says Michael P. Maslanka, a managing partner of the Dallas office of Ford & Harrison.

“Diversity combines two very American ideas: That each employee has value -- that comes from different backgrounds, life experiences and cognitive abilities -- and that an employer is stronger when the values of various employees is added together,” argues Mr. Maslanka, a labor and employment attorney who also writes the Texas Employment Law Letter and the monthly Work Matters column in “In-House Texas,” a publication of Texas Lawyer. “It makes business sense and gives a return on investment,” he says. More.

Additional Resources:
The War Over Unconscious Bias
Three Jobs that Focus on Corporate Diversity
France Seeks Path To Workplace Diversity
How Pepsi Opened the Door To Diversity
Why More Woman Aren’t at the Top of Companies
Why, in Vietnam, Woman Are At Top of the Corporate Heap
The Struggle to Attract and Retain Minorities on Madison Avenue
For Many Minorities, Success Also Means Mentoring Others
As More Minorities Gain Clout, Progress is Creating Better Leaders

What’s Available on the Career Services tab on myBucknell:
- CareerNet – Networking database of Bucknell alumni and parents.
- Access to The Vault On-Line Career Library – referred to by Fortune as “The best place on the Web to prepare for a job search.”
- PDF pamphlets – research a variety of career topics
- Career assessments – learn how to pair your skills, interest, and experience with career choice
- CareerSearch – same tool to research employers
- Bucknell Alumni Clubs – network informally!

Since the last issue of Notes, Job Leads posted on Beyond the Bridge:
The following job leads are NEW since the last issue of NOTES. To view the entire description and other current listings, please log onto Beyond the BRIDGE. NOTE: Contact Alumni Career Services if you have questions (acs@bucknell.edu).

Scranton State School for the Deaf – Residential Program Supervisor
University of South Carolina – Assistant/Associate Professor, Piano and Piano Pedagogy
The Solana Center for Environmental Innovation – Executive Director
BioLogic Company – Biologist
West York Area School District – Elementary School Counselor
Advantage Human Resources – Training: Learning and Development Coordinator
Mississippi State University – Digital Photojournalism Instructor
Mississippi State University – Broadcast Instructor/Senior Producer
Mississippi State University – New Media Assistant Professor
Mississippi State University – Assistant Professor of Communication Studies
Alcan Cable – Technical Manager
Alcan Cable – Safety Manager
Edmonds Community College – Early Childhood Program Specialist 3
James S. Armstrong Associates – Accountant
The Entech Group, Inc. – Entry Level Site/Civil Environmental Engineering Technician – Summer 2008
Edmonds Community College – Teacher, Snohomish County Head Start & Early Head Start
Edmonds Community College – Associate Director International Student Services
URS Corporation – Geologist; Graduate Environmental Scientist; Graduate Environmental Engineer
Relevante, Inc. – Financial Analyst and Confirmation Specialist
Raytheon Company – Financial Analyst
Stearns & Wheler, LLC – Environmental/Civil Engineer

Side note...
To view leads “posted by Bucknell University” only, do a search from the initial job search page using NO search criteria (only specify job or internship). Once this page loads, you will see this box in the upper left hand column and you simply click the BU tab:
Information of Interest

The Army Materiel Command (AMC) is the Army’s premier provider of acquisition support, materiel readiness technology, logistics projection materiel development, and sustainment of the total force to ensure dominant land force capability for Soldiers. In short, if a Soldier shoots it, drives it, flies it, wears it, or eats it, then AMC provides it.

To support this effort, the AMC Fellows Program was established in 2001 to create a multi-functional, mobile cadre of future civilian leaders. The program is a five-year, fast track Executive Management Training Program with a structured approach to developing Army and AMC civilian leaders of the 21st century.

The program includes: **Immediate immersion in graduate degree studies resulting in a Master’s of Business or Engineering Degree for the first 13 months of the program. **The remaining 47 months of the program consist of rotational on-the-job training assignments in various organizations and locations throughout the U.S. and overseas. **A potential signing bonus of up to 25 percent of the base salary may be offered. **Fellows salary ranges are approximately $35,000 per year ($41,000 for engineers) upon entry into the program through approximately $83,000 per year upon completion. **Fellows are full-time, permanent government civilians and as such are entitled to many employee benefits.

The AMC Fellows Program is actively recruiting graduates with preferred majors in Accounting, Biology, Business Administration, Chemistry, Computer Science, Economics, Engineering, Finance, Logistics, Information Technology, Physics, Marketing, Materials Management, Mathematics, Political Science, Psychology, or Statistics. They are currently recruiting for Fellows Class 9 schedule to Start July 7, 2008. Interested candidates should go directly to the AMC website at http://www.amccareers.com or contact Ms. Pamela Myers, Pamela.myers@hqamc.army.mil, or Mr. Victor Gallegos, victor.gallegos@hqamc.army.mil.

Disclaimer: Alumni Career Services does not edit, monitor, or verify the accuracy of the information submitted by the employers, and does not review the background of the employers. ACS does not guarantee that all jobs listed are still available, and is not responsible for safety, security, wages, working conditions, or other aspects of off-campus employment. Therefore, we encourage interested parties to thoroughly research each job vacancy for which they are applying and to verify the integrity of each organization. If you encounter a negative situation at the place of employment, we encourage you to notify ACS. Links to other web sites are not under the control of ACS or Bucknell. We are not responsible for the contents of any linked site. Those who discover any misuse or abuse of this website are encouraged to contact ACS immediately at 570-577-1514, or acs@bucknell.edu.

Alumni Career Services Can Help You:

- Think through a career change and making career decisions
- Network effectively
- Search for a job
- Effectively use the Internet in job and career exploration
- Transition into a new career
- Assist you in improving and targeting your resumes and cover letters
- Identify your interests, values, goals, and preferences
- Plan for graduate or professional school

Programs/Events:

Hanover County Public Schools, Teacher Job Fairs

Date: Saturday, November 17, 2007 and Saturday, February 23, 2008

Time: 9:00 a.m. – 12:30 p.m.

Location: Hanover High School

Registration Information: To register for an interview, visit www.hcps.us and click Teacher Job Fair. The interview portion of this job fair is designed for licensed or to be licensed teachers – those who already hold a teaching license, VDOE Statement of Eligibility, or individuals who are currently enrolled in a program for teacher licensure. However, there will be teacher licensure information and presentations available.
Mid-Atlantic Association for Employment in Education, Fall Teacher Job Fair

Date: Wednesday, November 28, 2007
Time: 11:00 a.m. – 3:00 p.m.
Location: The Pennsylvania Ballroom at The Doubletree Hotel, Pittsburgh City Center, One Bigelow Square, Pittsburgh, PA
Registration Information: For more information and participating districts go to: www.clarion.edu/career/maee2007. No pre-registration required, open to all teachers. $5.00 Admission Fee, dress professionally and bring resumes.

We Welcome Feedback!
- How are we doing? Take this quick survey and let us know!
- If you have a career topic you’d like us to address, send them to us at acs@bucknell.edu.
- Archived issues available at http://www.bucknell.edu/x2931.xml

Know someone who would like to receive this newsletter? Feel free to pass it on or have them subscribe. Requests to receive Alumni Career Notes or for personal career assistance can be made at acs@bucknell.edu, (570) 577-1238. We look forward to hearing from you!

Note: To access the resources located in myBucknell, the university’s portal, use the username and password that all alums were given in January 2005. If you don’t remember or can’t find yours, don’t worry – just contact the Alumni Office (570) 577-ALUM (2586) or mybucknell@bucknell.edu for help.

Alumni Career Services Staff