

## Network intelligence gathering

Networking is considered by many to be that less-than-noble activity reserved for only the most desperate in their job search. Nothing could be or should be further from the truth. Networking is truly one of the most effective and efficient activities for finding your first position.



The reality of the job market is that many positions are never advertised, never recruited for, never made known outside of the organization. Yet they continue to be filled. How? By referral of someone internal, external, or the "who-do-you-know" method of job search. Networking.

Let's understand some of the dynamics behind networking by looking at a practical case example.

Entry level hiring within our company is usually planned a full eight to 12 months in advance of the actual hire date. The first persons made aware of this hiring need are our management team.

Planning for entry level hiring is part of our strategic planning process. And the very first step in filling the position is taking internal recommendations from the management staff. The process goes to the next level when we announce the upcoming opportunity to all of our local employees.

Next level is a request to our regional office. Then a request to corporate, each time seeking for qualified candidates who may be "already in the pipeline." If we have not yet identified potential candidates for the position, we will integrate the position into our on-campus hiring process.

And no, we will never advertise the position. Job seekers who have tapped into our internal network often gain a job offer before we even begin our on-campus interviewing. The "who-do-you-know" network is alive and functioning quite well, thank you, in the employment marketplace.

Yet most college students

don't consider themselves to be very well plugged-in when it comes to networking. After all, who do I know that can get me a job? Probably no one. But networking is not about first level contacts. The key to effective networking is what I call "the Ripple Effect."

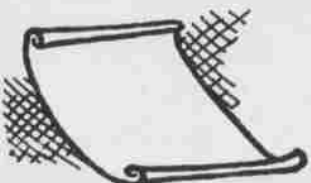
Simply stated, "the Ripple Effect" is similar to what happens when you toss a stone into a pool of water. The ripples of water generate outward from where the stone hits, gradually losing intensity until they fade away entirely. The first ripple is the largest ripple, but it's the second and third ripples that cover the greatest amount of area.

The more stones that break the surface, the greater the amount of the pond that is filled with your ripples. Moral to the story: If you want to give yourself the opportunity to make a ripple in the marketplace, you're going to have to toss a few stones into the pond. Otherwise, you probably won't even break the surface.

In building your job search network, you will need to develop a list of potential network contacts. Don't worry about whether they are personally responsible for hiring. It's not who they are it's who they know.

One very practical device for facilitating networking is to use networking business cards. They are the same as a normal business card, with name, address, and phone number. But instead of a title, you should have a short description of your greatest career asset or interest, for example "Seeking public accounting audit position" or "Seeking reporter position with major news daily."

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## Little Rebel dances up a storm

BY PAULINE VILLAPANDO  
STAFF FEATURES WRITER

To many people, the Teenage Mutant Ninja Turtles are simply five crime-fighting heroes who love to eat pizza.

But for six-year-old Casey Millington, a UNLV Dancin' Rebel, these green dudes serve as playful role models for her future endeavors.

As a Dancin' Rebel, Millington performs dance routines at football games, basketball games, cheerleading competitions, and events such as the Martin Luther King, Jr. Parade and AIDS benefits. Although she is only six, Millington dances with the seven-to-nine-year-old division, making her the youngest in the group.

"She's a very good dancer and she picks up things well. I think she has a lot of potential and that's why she was chosen to dance with this group," said Lisa Loss, her dance coach.

While most children were busy watching cartoons and coloring pictures, this spunky kindergartner was earning a first degree black belt in Tae Kwon Do. At age five, Millington was already breaking 12 inch by 1 inch wooden boards.

After receiving first place in the pee wee division of the Tae Kwon Do nationals, which challenges competitors from age 10 and under, Millington was featured as the youngest black belt-holder in America in *The Way*, an international Tae Kwon Do magazine.

Although she has had to spar against nine- and 10-year-old boys who towered a foot above her, Millington has managed to earn trophies in every com-



Casey Millington

petition she's entered.

"She's awesome under pressure," comments Nicki Millington, Casey's mother. And the younger Millington is the first to tell you how she believes she can take on any challenge without fear of failure.

The six-year-old maintains a rigorous daily schedule. During Karate classes, Millington practices somjabong and dojabong, two art forms requiring the use of various weapons, such as knum chucks and wooden sticks.

Her dance practice incorporates the use of gymnastics, tap, and jazz. These routines help keep her focused and in shape for her duties as a UNLV Dancing Rebel. "I'm ready to do all these things. It's a lot of fun," said Millington.

The extra-curricular activities, however, don't distract Millington from her education at Gilbert Magnet School for the Performing Arts. She was named student of the month in October.

As if Millington wasn't engaged in enough activities, she also spends a portion of her time at Computer Tots, a school devoted to teaching children the basics of computers.

"We are truly lucky," Mrs. Millington said. "She comes home from school and does her homework right away. She really takes pride in her work. I'm super proud of her."

Millington also lends her talent to helping community charities. She was the opening act for pop band Calamity Jayne during a festival for the Nevada Handicapped Association, and performed tunes from Madonna's *Material Girl* CD.

At a school event that educated children on the effects of drug abuse, Millington wrote and performed a rap routine that earned her second-place honors in the talent competition.

Her accomplishments have not gone unnoticed by local media. Channel 8 and Channel 13 both featured Millington in special segments showcasing her as the youngest black belt in America.

Fionna Degorstiza, Millington's former karate instructor, said, "I've never seen that much determination in a little kid, even when she didn't pass a certain level. She showed a lot of perseverance."

Millington attributes much of her success to the support she receives from her parents. "I admire my parents so much and they're always there for me," she said.

Adds Mrs. Millington, "I try to support everything that she wants to get involved in. I think it's great. I'm just super-proud."

## The Greek in review

BY BRIAN SALIBA  
CONTRIBUTING FEATURES WRITER

*Editor's note: "The Greek in review" will appear in the Features section on the first Tuesday of each month. Announcements are limited strictly to Greek letter societies, and should be submitted directly to Brian Saliba. Due to space limitations, submissions are accepted on a first-come, first-served basis. For deadline times and dates, and for fur-*

*ther information, contact Saliba at 268-8070.*

This column is an informational tool to help the UNLV community better understand what Greek organizations do to benefit the UNLV campus, the community, and charities nationwide. Occasionally you will also find updates on monthly events. The following is a list of rush events.

### Fraternity rush

Every semester the Interfraternity Council conducts

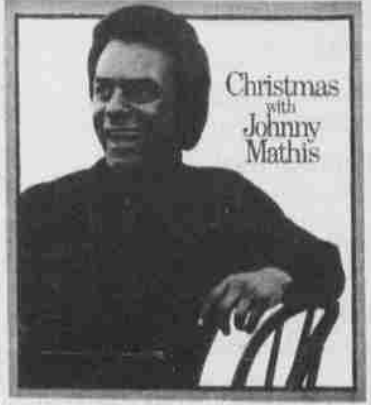
"dry rush," rush events where no alcohol is served. This is done to veer away from current fraternity and sorority stereotypes, and to allow potential members to meet people without the influence of alcohol.

**Alpha Epsilon Pi**—Originally founded in 1968 at UNLV, then reorganized in 1994, Alpha Epsilon Pi is a Jewish-based Fraternity that

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## Fabulous Sputnik Man

BY NICK TIMINSKAS



to be cont'd.