



President's Newsbrief

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Featuring:

- **Our New Board/ President**
- **CEIA Award Winners**
- **2006 CEIA Annual Conference**
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Reminder:

CEIA WEB ACCESS

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Our association's tag-line is **CEIA -The Leaders in Work-integrated Learning** and thanks to Peggy Harrier and Sam Sovilla, as co-chairs of our 2006 Annual Conference in Cincinnati, Dan Cayse, Anita Todd, Kettil Cedercreutz, Bill Hoeb, Cheryl Cates, Jimmie Henslee, Deborah Dobbs and all the many volunteers, you can see why that is true! With more than 50 workshops to choose from, guest speakers, and gala events, more than 400 attendees got to **experience** what we are all about: professional development, research, resources and information, and plenty of networking. Thank you to the great team of hard workers that made the Centennial Celebration - a celebration to remember a hundred years!

I send special congratulations to all the 2006 CEIA distinguished award winners (see pages 4-7). They honor us with their professionalism and contributions to the field.

Now, it is onto the future. As your new President, I want to see that CEIA continues to build upon the wonderful accomplishments that our Board and members have made to date:

- A newly designed **CEIA website** has been launched this summer, thanks to the hard work of Anita Todd, CEIA Executive VP/President Elect
- CEIA, WACE, and NCCE have reached agreement to partner on the production and promotion of the **Journal**. Thanks go out to Phil Gardner for his steadfast hard work as the Journal Editor. Check out the *Journal* on line, you will not be disappointed.
- National Academy for Work Integrated Learning – NAWIL – has completed a Summer Leadership Program **Reach Your Peak**, in Colorado. In addition, Barbara Gregory, CEIA VP for Professional Development, along with her committee, has plans for the fall for special workshops to be conducted by NAWIL-trained presenters in Providence, RI; Rehoboth Beach, DE; and Portland, OR.

These are only three of the areas in which the Board of Directors is working. Look for announcements in our emails about the plans to survey our members on issues of concern; updates on resources for the Co-op Network, Employer Network and the Two-Year Network; the **CEIA 2007 Annual Conference**, March 25-27, 2007, in Dallas, Texas; and much more!

Respectfully yours,



Marjorie Apel
CEIA President

Meet the 2006-2007 CEIA Board of Directors

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Rear Row: Jimmie Henslee, Lynn Lyford, Ray Easterlin, Allyn Talg

Fourth Row: Arnold Bell, Randy Poole, Bob Penkala, Karen Reimer

Third Row: Barbara Gregory, Andrea Newton, Deborah Dobbs, Gary Steele

Second Row: Jean Spahr, Jennifer Youngblood, Dan Cayse, Kent Phillips

Front Row: Paul Stonley, Anita Todd, Carol Rutgers, Marilyn Mayo, Peggy Harrier, Rodney Miller

Meet Our New CEIA President

Marjorie Apel, Director of Career Services, Manhattan College, Riverdale, NY



Marjorie Apel previously served as the CEIA Executive Vice President/President-Elect and the Vice President for Region I. In those capacities, she was the Chairperson of the Member Services Committee and a member of the Board's Strategic Planning Committee. A person of action, Marjorie initiated joint meetings of the separate organizations (NYSCEEA, NEACEFE, and CCEA) in the region and has initiated a project to survey the computer programs used by Cooperative Education and Career Offices.

Presently, Marjorie is the Director of Career Services at Manhattan College in Riverdale, New York. In this position she is responsible for the Cooperative Education Program along with the career services aspect of the department. A long time member of CEIA, she has participated in the CEIA LAC meetings and numerous conferences over the years. Marjorie held the positions of President and Treasurer in the New York State Cooperative Experiential and Education Association (NYSCEEA) in addition to working on conferences and committees. She has a strong background in Cooperative Education having been in the field more than 18 years; first as a co-op counselor and then as the Director of Cooperative Education at Mercy College in Dobbs Ferry, New York and now in her present position.

Marjorie has been an adjunct instructor at Mercy College, a partner and co-owner of Westchester Career Services, and a co-author of a book entitled Locating a Part-Time Job in Westchester. In addition, she maintains a private practice, taking on clients when time allows, in career counseling/planning, including career assessment, planning and managing career change; resume development, interview preparation and job searching.

And in her "free" time she is a member of the Board of Trustees for Hastings-on-Hudson, NY. Marjorie holds a Bachelor of Science degree in Education from Syracuse University and a Master of Arts administration degree in guidance and student personnel administration from Teachers College, Columbia University.



Gary Steele receiving the Past President Plaque from Peggy Harrier
Thank you to Gary Steele, outgoing President of CEIA.
CEIA members appreciate all of your dedication and hard work!

Congratulations to the 2006 CEIA Distinguished Award Winners!

On April 25, 2006, CEIA held it's annual awards banquet in conjunction with the CEIA Annual National Conference.



Dean Herman Schneider Award: *Dianne Markley, University of North Texas*

Charles F. Kettering Award: *Marilyn Mayo, IBM*

James Wilson Award: *Patricia Linn, Antioch University*

Ralph W. Tyler Award: *Karen Wilkinson and Laura Sullivan, Kettering University*

Cooperative Education Student Achievement Award: *Owen Schelenz, University of Cincinnati*

Internship Student Achievement Award: *Melissa Smothermon, Southwestern University*

Two-Year Student Achievement Award: *Marilyn J. Joyner, College of DuPage*

Dianne Markley—2006 Dean Herman Schneider Award

Dianne Markley was instrumental in the development of the cooperative education program at the University of North Texas. Since 1979, she has held many different positions, and became the director of the program in 1997. The program serves the entire campus, reports to the Provost, and is accredited by the Accreditation Council for Cooperative Education (ACCE).

From her earliest days in the field, Dianne has devoted much of her time and energy to professional development organizations at the state, regional, and national levels. She served on the CEIA Board in many capacities, including President in 1998-99, has been involved in several major association projects, and served on numerous committees. Dianne has served as an instructor for various training centers and programs, and has presented numerous workshops for new co-op professionals as well as for her experienced colleagues. Currently, she is serving on the Board of Directors for the Cooperative Education Division (CED) of the American Society for Engineering Education (ASEE).

In her personal life, Dianne studies linguistics and conducted research to study the effect of regional accents in the hiring process which received a great deal of national press. Last year she was selected for the Leadership Texas program, which recognizes 100 women per year for their community and state-wide influence and leadership skills. She is the President of the UNT Feral Cat Rescue Group, and she works to rescue and rehabilitate dogs, cats, and wildlife.



Dianne Markley, second from left, receiving the Dean Herman Schneider Award from Peggy Harrier, along with Texas colleagues Kurt Krause, left, and Jimmie Henslee, right

Marilyn Mayo—2006 Charles F. Kettering Award

Marilyn Mayo has been an employee of IBM for 29 years and participated in a re-engineering of IBM's cooperative and internship program. Her results have been so successful in the United States that Marilyn has been asked to populate the program in other world wide areas of IBM.

An active member of CEIA for ten years, Marilyn has served on the Board of Directors for five years, both as a regional vice president and the employer network vice president. She has also been an active member of the North Carolina Cooperative Education Association, the Mid-Atlantic area and the Southeast Region. Marilyn was recognized by the North Carolina Cooperative Education Association in 1999 with the prestigious Jon A. Young Award.

She has contributed significantly to the IBM program which has hired over 20,000 student employees during her tenure and over 5,000 conversions of students to regular IBM hire. Her key accomplishments include writing a chapter for *The Handbook for Research in Cooperative Education and Internships* published in 2003 in which she discusses IBM's success measures, tracking systems, conversion progress and diversity of their co-op/intern talent.

Marilyn's strong commitment to IBM's values, drive to achieve, excellent interpersonal and communication skills are all strengths which have enabled her to grow IBM's co-op/intern program to the world class program it is today. Her passion and dedication to success have earned her respect and recognition, both internally and externally, as a leader in the cooperative education field.



Marilyn Mayo, left, receiving her award from Peggy Harrier

Pat Linn—2006 James Wilson Award

Pat Linn has spent much of her career actively involved as a faculty member and Dean with Antioch College in Yellow Springs, Ohio beginning in 1986. Student participation in experiential education is an integral component of Antioch's academic mission.

Pat has published numerous articles about cooperative education including longitudinal studies that demonstrate the positive effects of cooperative education and work-integrated learning over the lifespan. She has also made well-received presentations about cooperative education and research to both academic audiences and professional associations at the state, regional, national and international level. She has received numerous grants and awards in her work from foundations, Antioch College and professional associations including the CEIA Ralph W. Tyler Research Award.

Pat has taught Research Methods at Antioch for 20 years. She has mentored numerous students pursuing research in the field of cooperative education, has served as VP for Research with CEIA, and coordinated grants helping others pursue research in the field. In addition, she has served as a consultant to college and university cooperative education and internship programs assisting with the evaluation and recommendation process in an effort to help strengthen their programs.



Pat Linn, right, receiving her award from Ray Easterlin

Karen Wilkinson and Laura L. Sullivan—2006 Dean Ralph W. Tyler Award

The recipients of the 2006 Ralph W. Tyler Award for the outstanding research article published in *The Journal of Cooperative Education and Internships* is Karen R. Wilkinson and Laura L. Sullivan from Kettering University. Karen Wilkinson is the Academic Department Head in Liberal Studies and Laura Sullivan is an Associate Professor of Mechanical Engineering.



Laura Sullivan, left, with Karen Wilkinson, from Kettering University

Research Article Title: *Workplace Ethical Climate, Cooperative Education Satisfaction, and Retention of Women in Engineering.*

Abstract: This study focused on engineering students' early encounters with the ethical dimension of workplace culture. In doing so, it explored the contention that women's satisfaction with engineering is higher when they perceive their workplace to be ethical. Freshmen were surveyed after one work term in a cooperative education program and again soon after graduation. Workplace ethical climate was measured by items indicating student perceptions of employer social responsibility, fairness in treatment of the student by the employer, the consistency of student and employer ethical standards, and supervisor and co-worker helpfulness of the student. The authors found that women's co-op job satisfaction was higher when they thought their employers were socially responsible and when their treatment at work was ethical, but this was true of men as well. The relationship was stronger for freshmen than for graduates. The authors examined two additional dependent variables, choice of major satisfaction and retention, they found empirical support for the contention that ethical factors matter more to women than to men.

Melissa Smothermon—2006 Internship Student Achievement Award

Melissa "Mindy" Smothermon was an intern Fall semester 2004 at the Department of State, Office of the Science & Technology Advisor to the Secretary of State (STAS). She made an impact, and was considered one of their best interns. Her supervisor, William R. Gaines, stated, "*Compared with her intern peers, Mindy ranks among the most productive I have seen.*"

Some of her accomplishments include:

- Organizing the *STAS Science & Technology Network*. The network is a group of 70 resident scientific experts who serve as resources and advisors on Science & Technology issues. Mindy updated their very basic web site and constructed a database cataloging members by area of expertise. This database was distributed to department heads giving them a list of relevant experts to draw upon when needed.
- Establishing the *Bureau Dialogues on Contemporary Science & Technology Issues*. These presentations attracted large crowds and featured resident experts lecturing on relevant science and technology issues.
- Key organizer and coordinator of a monthly luncheon series with the Secretary's Science & Technology Advisor, Dr. George Atkinson. These networking events improved communication within the department and enhanced the *Science and Technology Fellows and Internship* programs.

Mindy is a strong campus and community leader. During the recent hurricane crisis in Texas, she coordinated staffing of information tables as the university hosted almost 500 evacuees the weekend after the hurricane. Her efforts relieved university police of this task and allowed them to focus on their many other responsibilities.



Mindy Smothermon, center, along with internship coordinator Maria Kruger, right, and Arnold Bell

Marilyn J. Joyner—2006 Two-Year Student Achievement Award

Marilyn Joyner cooped during the summer semester of 2005 as a Horticultural Therapist Assistant with the King-Beuwaert House, a residential community and with clients from the Ray Graham Association for People with Disabilities-Hanson Center.

This was a second career for Marilyn. She previously had a long career with AT & T and retired in 2002. Her Co-op/Internship Project was titled “*Therapeutic Horticulture Project for Older Adults With and Without Disabilities*”. The project’s mission was to bring these two distinct groups together for the purpose of creating understanding, socialization, and life enrichment. Over the course of the program, both groups came together through a love of plants and related activities that aided in the physical, social, and cognitive abilities of all participants. Marilyn assisted with the daily programs, co-led horticulture therapy sessions and assisted in greenhouse operations. She not only has a better understanding of horticulture therapy, but for how it can enhance lives, remove social barriers and forge friendships.

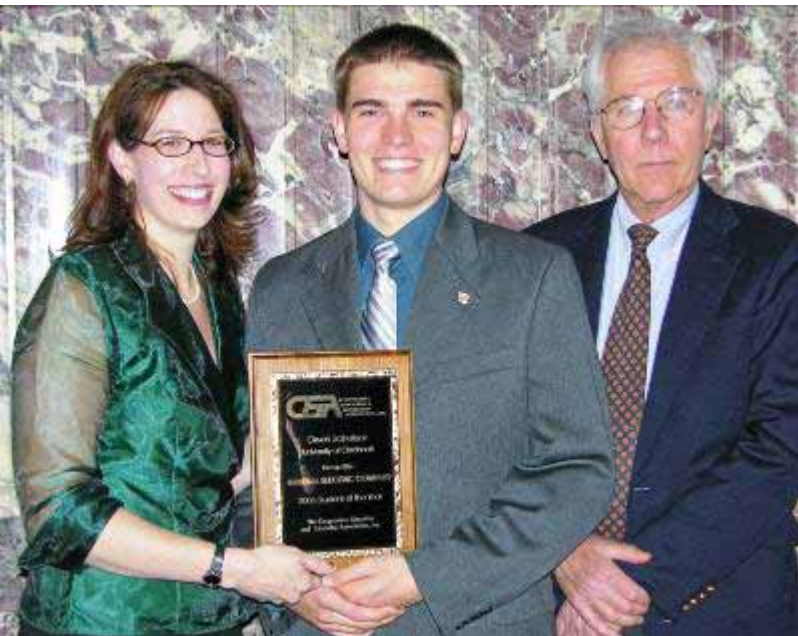


Marilyn Joyner, right center, with (from left) Jean Spahr, Sandra Lare, and Julie Fitzpatrick-Cooper

Marilyn now has a new career as a Horticulture Specialist with the Hanson Center (while continuing to volunteer at King-Bruwaert House). She is continuing at DuPage and will receive an A.A.S. Degree in Ornamental Horticulture. Marilyn plans to “*make the second stage of her life a good one!*”

Owen Schelenz—2006 Cooperative Education Student Achievement Award

Owen Schelenz is a senior in electrical engineering with a unique background. Owen was born in Germany and grew up commuting between Germany and Mallorca, Spain. He speaks four languages, three fluently. In his early teens, his family moved to Cincinnati, OH, and after a short stint in the “cold” weather, relocated to Costa Rica. Owen then came back on his own to attend the University of Cincinnati (UC) to obtain his degree in Electrical Engineering.



Owen Schelenz, center, with Anita Todd, left, and his professor, Tom Mantel

Owen completed six co-op work experiences with General Electric. His interest in trying new things and his strong networking skills allowed Owen to co-op with GE Aviation in Cincinnati, OH, GE Global Research in Schenectady, NY, and GE Global Research in Munich, Germany.

Owen is actively involved on campus as *IEEE* President, and Treasurer of both *Eta Kappa Nu* (the Electrical and Computer Engineering Honor Society) and *Kappa Theta Epsilon* (the Cooperative Education Honor Society). Owen is a three-year member of SOAR, *Students Organized Against Rape*. He is actively involved in giving presentations to raise awareness about sexual assault.

Owen has accepted a full-time position with the GE Edison Engineering Program at GE Global Research in Schenectady, NY. He will be working full-time and attending graduate school through Georgia Institute of Technology.

CEIA 2006 Annual Conference—Defining the Next Century
A Huge Success!!





2006 Reach your Peak – Cooperative Education and Internship Training

CEIA National Academy for Work Integrated Learning (NAWIL)

Submitted by Barbara Gregory, CEIA VP for Professional Development, Assoc. Director of Career Services/Academic Internship Coordinator, Bryant University

Practitioners from sixteen college/universities gathered to learn and discuss current trends and practices in work integrated learning and implications for change on June 21-23, 2006, at the Hotel Colorado in Glenwood Springs. Under the leadership of David Cessna, Project Manager of Colorado Workforce and Business Center (And former CEIA President), the summer institute was jam packed with information examining internship/cooperative education programs and discussions regarding improvements or enhancements that could be applied to the participant's institutions.



Peggy Harrier, Assistant Dean of Business at Cincinnati State and Technical College, encouraged participants to honestly examine their programs and "*admit that things may be broken and need fixing!*" Peggy shared the strategy that CSTC used and readily admits the process takes time, but it was well worth it since it yielded a solid, state of the art program that had support from all stakeholders. One of the keys to successful implementation was to identify who those stakeholders are and bring them to the table to identify what is "*broken*" and be part of the solution or the "*fix*". It also went beyond expectations, resulting in a TV show for the local Cincinnati region featuring faculty, students and celebrity guests that brought recognition and further support for the College.

Professor Darnice Langford, Professor at Cincinnati University, lead a discussion on Co-op/Internship Program Fundamentals. Darnice emphasized the critical roles of the tripartite partnership (students, faculty, employers) in the success of learning outcomes for all involved in the partnership.

Patti Jones, Director, Coop Education for College of Arts, Sciences and Letters at the University of Michigan – Dearborn, addressed academic credibility of a work-integrated learning program. The participants broke into groups to discuss the principles that Patti presented and many participants experienced "*Aha moments!*" in which they realized some valuable questions and discussions they should be having with the faculty and employers. For example, are we using terminology that reflects our purpose accurately? Terms such as: job description vs. learning objectives; contracts vs. learning agreements; workshops vs. seminars; files vs. portfolios; employer visits vs. field evaluations, may seem like subtle changes, but the language makes it clear that the student is the learner, not the employee (yet!).



According to Dr. Phil Gardner, Director of Collegiate Employment Research Institute at the University of Michigan, who has published his findings in "*Recruiting Trends*": the United States is experiencing a shrinking educated workforce to fill positions vacated by baby boomers; there are much less manufacturing, high-paying jobs requiring skills not based on academic achievement; a workforce with different expectations and motivations for reward and a focus on the booming small business growth is challenging employers; the loss of faith in job security of business corporations based on downsizing, outsourcing and/or merging. The participants discussed these national and international trends as it applies to their programs, as well as regional trends of their institutions.

NAWIL Participants and Trainers



The "Reach Your Peak" Summer Institute has been successfully offered for 6 years and will be offered again during the summer of 2007 in two locations to be announced this fall!! Further details will appear on the Professional Development tab on <http://www.ceiainc.org>.

Check the CEIA website for details on NAWIL programs in Region 1, Region 2, Region 7 this Sept, Oct. and Nov.

2006 CEIA Research Grant Recipients



Two new CEIA research grant proposals have been awarded for 2006:

Grant One:

Author: Amy Radford-Popp. Amy is a current doctoral student at Michigan State University in the Higher Adult and Lifelong Education program as well as an Academic Advisor for the College of Engineering.

Title of Research: *Social Responsibility in Leadership: Through the Lens of Cooperative Engineering Education*

Abstract: There are few aspects of daily life that are not in some way touched by the training, research and products created by engineers. This recognition suggests a critical need for engineering students to graduate with a personal investment regarding their social responsibility as a professional engineer and leader. Cooperative education provides an academic experience where students try on self-beliefs related to social responsibility in a real work setting. Hence, do they truly understand this responsibility to which they have committed themselves? This study seeks to explore the phenomenon of social responsibility and how our students make sense of this reality.

Grant Two:

Author: Maria Kruger, Internship Coordinator in Career Services at Southwestern University.

Title of Research: *Engaging Sophomore Liberal Arts Students through Internships*

Abstract: The purpose of this research is to examine the benefits of internships among undergraduates who have participated in intentional career advising by their sophomore year to determine if there is an increased motivation to actively engage in career planning and goal setting for the remainder of their undergraduate career. In addition, this research will explore motivational factors for sophomore students and the impact of intentional career advising and its correlation with satisfaction among students at liberal arts colleges.



CEIA 2006 Annual Conference— Defining the Next Century A Huge Success

More than 400 people participated in the **2006 CEIA Annual Conference and Centennial Celebration** in Cincinnati, Ohio making it one of our largest CEIA conferences in several years. Many of our CEIA colleagues that we have not seen in several years joined us for the Centennial Celebration. Overall conference evaluations were very positive.

The opening reception and fashion show by University of Cincinnati Fashion Design co-op students was very well received and something different to kick off a conference.

Monday began with keynote speaker Lee Cockrell, Disney, followed by a full slate of professional development and learning sessions. The long and busy day ended with the **Cooperative Education Centennial Celebration and Hall of Honor Induction Ceremony** at the University of Cincinnati campus. This event recognized those people and organizations that have had a longstanding impact on the field of cooperative education.

Following the **CEIA Business Breakfast Meeting** on Tuesday morning, attendees were taken to the University of Cincinnati campus for another full day of sessions including keynote speakers from Proctor and Gamble and Dupont, Inc. Everyone celebrated the cooperative education centennial with birthday cake made by the Midwest Culinary Arts Institute at Cincinnati State Technical and Community College.

The conference closed with the **CEIA Annual Awards Banquet**. CEIA recognized leaders in the field of cooperative education and internships, and students who epitomize those we work with on a daily basis. Please see the awards announcements on pages 4-7 in this newsletter.

More 2006 CEIA conference photos and an overall conference evaluation summary can be found on the CEIA Conference website: <http://www.celainc.org/conference>

2007 CEIA Annual Conference

March 25 -27, 2007
DoubleTree Hotel
Dallas - Campbell Center
Dallas, TX, USA

Raise your Academic Stakes: Merging Theory and Practice

Call for papers/presenters is open!
www.ceiainc.org/conference

