



President's Newsbrief

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Featuring:

- Our New Board
- CEIA Award Winners
- CEIA Annual Conference
- Upcoming Events
- Journal updates and additions

Reminder:

CEIA WEB ACCESS

Member Login:

Your e-mail address

Password:

Your Last Name

A letter to our members,

As your new President, I am extremely excited and committed to serving CEIA during a time that has such great importance, not only to our continued growth and services, but to our history and upcoming centennial celebration.

The 2005-06 Board of Directors is a well seasoned group of professionals who are committed to providing the skills and work necessary to meet the needs and goals of our organization. Never in the history of this organization has it been as solid in its structure and fiscal condition as it is today. The Board Members before us have charted an excellent path and I plan to follow that path.

My theme this year is "***Celebration with Expectation***".

Expectation:

- that we will look at all avenues to ensure continued growth in our membership.
- that we will strengthen our communications through the use of the Newsletters, Journal and the Association's website.
- that we continue to reach out, develop and maintain relationships with other organizations that have the same interest and mission as CEIA.
- to revitalize the National Academy by defining our needs. We need to make sure we have a trained pipeline of professionals.
- to promote the association and its benefits to those that practice all forms of work-integrated learning.

Celebration:

- promoting and celebrating 100 Years of Cooperative Education

Respectfully yours,

Gary E. Steele

Gary E. Steele, President

Meet the 2005-2006 CEIA Board of Directors

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Gary Steele, University of North Texas
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Immediate Past President

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Vice President, Professional Development

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Vice President, Employer Program Network

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Meet Our New CEIA President GARY E. STEELE

Associate Director, Cooperative Education and Internships, University of North Texas, Denton, TX

A member of CEIA since 1998, Gary has served on the Board for the past three years--two years as the Regional Vice-President for Region 5 and one year as Executive Vice President. He has been an active member of the Texas Cooperative Education Internship Association (TxCEIA) serving in several positions including President in 2002/2003.

His background is varied and solid with over 25 years serving and working in all areas of education and work related industries. He is retired from the Armed Forces and has over eleven years experience developing and managing training programs for the Air Force. He served two years with the State Employment Division as a development and placement specialist, and two years each as a high tech recruiter and high school teacher.

He is deeply involved in his community and with other non-profit organizations. He is currently a member of the Board of Directors for an organization that has over 45,000 members.

Gary earned a masters degree in Human Relations and Business from Amber University and a bachelors degree from Wayland Baptist University in Occupational Education. He is currently taking doctoral level courses in Applied Gerontology at the University of North Texas.

His lovely wife's name is LeJean and they have a daughter, a son and two grandsons.



Passing the Gavel

**Thank you to Peggy Harrier, outgoing President of CEIA.
CEIA appreciates all of your dedication and hard work.**

Peggy Harrier, Cincinnati State Technical College, shown here passing the gavel to incoming president, Gary Steele, University of North Texas.

Congratulations to the 2005 CEIA Distinguished Award Winners

On April 5, 2005, CEIA held its annual awards banquet in conjunction with the CEIA Annual National Conference.

Dean Herman Schneider Award

Dan Cayse, Cincinnati State Technical College; Al Foderero, Community College of Morris

Charles F. Kettering Award

Chrissa Hall, NASA Marshall Space Flight Center

Cooperative Education Student Achievement Award

David Atlee, The Pennsylvania State University

Internship Student Achievement Award

Julie M. Muthoka University of Akron

Two-Year Cooperative Education or Internship Student Achievement Award

Melodie Grace Brown, Frederick Community College

Chrissa Hall 2005 Charles F. Kettering Award

Nominated by University of Alabama, Huntsville, our 2005 Charles F. Kettering award recipient started with her employer as a cooperative education student 19 years ago. A true success story for she was converted to regular hire by her organization and has been a very successful employee ever since.

Chrissa Hall currently holds the position of human resource specialist in the Academic Affairs Office at NASA's Marshall Space Flight Center located in Huntsville, Alabama. She is responsible for both the Marshall Center and NASA-wide corporate recruiting in addition to managing Marshall's Cooperative Education program. She manages up to 50 students from 20 colleges and universities across the United States. She leads the primary human capital "pipeline" for the Marshall Space Flight Center, the nation's storehouse of spacecraft systems development.

As a result of Ms. Hall's vision, the idea of focusing on quality and incorporating co-op into a formalized "training" program came into existence. She plays an active, public role in the cooperative education field by her participation and attendance at the Conference for Industry and Education Collaboration (CIEC) and the Southeastern Region Cooperative Education Conference on a regular basis.

Chrissa attributes the co-op experience with definitely inspiring her to seek a career with NASA which led to her becoming the Co-op Program Manager for the Center.



Chrissa Hall, left, receiving the Charles F. Kettering Award from Marilyn Mayo, VP, CEIA Employer Network

AL FODERARO

2005 Dean Herman Schneider Award

For the past 28 years, Al Foderaro has worked at County College of Morris, in New Jersey, where he is currently the Director of Career Services and Cooperative Education.

Al has distinguished himself within state, regional and national professional organizations. He served on the CEIA Board for seven years as Regional VP, VP Marketing, and CEIA President in 2000 where he initiated a financial management system to preserve the integrity of our organization. In addition, he developed the first CEA Program Network for community and two-year colleges while publishing the Community College Resource Guide.

The Middle Atlantic Career Counseling Association selected Al to serve as their Treasurer and President where he was given a Lifetime Membership Award for dedicated service in the career development field. Al Foderaro also served as the President of the New Jersey Cooperative Education & Internship Association and was selected as the Outstanding Educator of the Year by the Mid-Atlantic Cooperative Education Association.

Throughout his career, Al has presented more than 100 workshops on topics related to career services, cooperative education, tech prep, outcomes assessment, and school-to-work including CEIA, the National Commission, and the US Dept of Labor and Education while serving as a consultant and evaluator. He has also addressed political lobbyists in support of Title VIII and School-To-Work Initiatives.

Al's professional and personal philosophies are defined not so much by what can be, as by what could be. He wisely partners his idealism with whatever pragmatism is required by a situation. Al is a dreamer and a creator, turning possibilities into realities. Thriving on challenge, he leads by his example and encourages others with his energy and enthusiasm.

As colleagues quoted in support of his nomination, "Al is someone who we can always count on to pitch in and share responsibility to insure the success of any program or conference....his leadership and friendship have motivated, inspired and supported many of us over the years."



Al Foderaro, left, and Dan Cayse

DAN CAYSE

2005 Dean Herman Schneider Award

Since 1974, Dan Cayse has worked with business students and is currently the Dean of the Business Technologies Division at Cincinnati State Technical and Community College. Founded on the principles of cooperative education, it hosts one of the largest two-year co-op programs in the United States. Dan currently leads the academic affairs and co-op program for 20 Associate Degree programs and 14 Certificates for the Business Technologies Division.

Dan has long been active in state, regional and national cooperative education professional organizations. He served as the CEA President in 1989-90, as well as two terms as the Vice President of Finance. He rejoined the CEIA Board in 2003 and is currently the VP of Finance. On the regional level, Dan developed the financial reporting system for the Midwest Cooperative Education & Internship Association and as a Certified Public Accountant, provided financial audits and non-profit consultation services. He was recognized as MCEIA's Educator of the Year in 2004.

The Ohio Cooperative Education Association elected Dan Cayse to the position of President in 1986 where he expanded state membership and fostered the expansion of an endowment for scholarships and research to maintain itself as one of the largest, state co-op associations in the country. OCEA honored Dan Cayse as their Educator of the Year in 1990.

In other professional contributions to cooperative education, Dan has been a consultant for numerous colleges and corporations as well as having made over 100 presentations throughout the United States. He currently serves as a representative to the National Commission for Cooperative Education and is a contributor to Measures of Excellence, published by the National Commission.

Other involvement includes representing the United States in Canadian co-op initiatives, testifying before Congress during the Title VIII funding era and being instrumental with the efforts to bring about the co-op national ad campaign.

Perhaps more significant than anything else have been Dan Cayse's effect on the people in the field of cooperative education. He has consistently supported his faculty's involvement in professional activities and has provided inspiration to countless co-op practitioners across the United States.

A quiet, humble, unpretentious leader, Dan not only has been willing to share his knowledge with others, but has fostered the professional development of those who have been fortunate enough to work with him. He can effectively articulate the academic role of co-op in students' educational programs, while maneuvering through the politics of academic institutions.

CONGRATULATIONS TO OUR VERY DESERVING HERMAN SCHNEIDER AWARD WINNERS

**Cooperative Education Student Achievement Award
David Atlee, The Pennsylvania State University, University Park, PA**



**David Atlee, left, receiving his award
from Marti Marberry, VP CEIA Co-op Network**

David Atlee, a physics major from King of Prussia, has been selected as the recipient of a national award. The Cooperative Education and Internship Association (CEIA), has honored Atlee with the 2004 Cooperative Education Student Achievement Award. The award is given annually in recognition of a student's academic achievements and contributions to their employers, the University, the community, and the field of cooperative education.

Atlee was nominated by Dr. Christian Spiering, Group Leader AMANDA/IceCube, DESY in Zeuthen, Germany. During his January through August 2004 co-op assignment, he installed data acquisition and test software needed for the production and testing of digital optical modules for the IceCube experiment, searching for high energy neutrinos from cosmic sources. Dr. Spiering states that "David very effectively made the first tests of optical modules in Germany running. He is in the top 5% of the students in our group over the last ten years."

Dave completed his first rotation during the summer of 2003 with Dr. Douglas Cowen, Associate Professor at Penn State University. During this co-op rotation, David conducted research in neutrino astrophysics, developing software to read out and analyze data from devices which ultimately will be inserted deep into the ice cap at the South Pole.

**Two-Year College Cooperative Education/Internship Student Achievement Award
Melodie Grace Brown, Frederick Community College, Frederick, Maryland**

Melodie's co-op coordinator states that if ever there has been a student that exemplifies the power of experiential education, Melodie Brown is that student. She has had an impact on her college co-op program, on the placement site and those she has come in contact with as a result of her co-op experience. She graduated from the Deaf Studies Program at Frederick Community College and co-oped at the West Virginia School for the Deaf and Blind in Romney, West Virginia. She was required to complete 135 hours of work but Melodie completed 657 hours beyond the required 135.

After seeing the challenges her fifteen year old autistic brother faced when trying to communicate, Melodie decided to pursue a degree in deaf studies. Early on, she began to teach herself sign-language to communicate with her brother. Prior to entering Frederick Community College, Melodie completed her BA degree at Shepherd University, CUM Laude, and volunteered at Deaf Schools in Puerto Rico, El Salvador, and Jamaica. Her interests included Special Olympics and Music plus she was the recipient of many scholarships including the Miss Maryland Scholarship.



**Melodie Grace Brown, right, receiving her award
from Sandra Lare, VP Two-Year Network**

**2005 Internship Student Achievement Award
Julie M. Muthoka, University of Akron, Akron, OH**

Julie M. Muthoka is a senior, double majoring in International Business and Business Administration and double minoring in Human Resource Management and Sales Management at the University of Akron, in Akron Ohio. She is graduating this spring with a GPA of 3.5.

Not only is she academically talented, Julie is also active on campus in Phi Eta Sigma Honors Society and African Students Association. In the community, Julie participates with the Harvest Christian Center, where among other things she assisted in mission trips to Uganda.

With her impressive background Julie was able to secure an internship with the Timken Company in Canton, Ohio. The Timken Company is a leading global manufacturer of highly engineered ball bearings and alloy steels. Julie's internship took place in the Human Resources Department of the Automotive Division.

During her internship, Julie accomplished three large tasks: auditing the company's Talent Management Program and presenting her findings to management; coordinating succession planning for managers within the Automotive Division and; building and updating all job descriptions for the Automotive Division and creating a shared drive to house the descriptions electronically.

Regarding her performance, her supervisor, Michael R. Crist, Manager, Organizational Advancement, Automotive said, "I have been very impressed with the performance of Julie M. Muthoka during her internship assignment at The Timken Company. Her contributions rival those of associates that have been with the Company for several years."



CEIA Annual Professional Development Conference A HUGE Success



Barry Goldman, CCEIA President

**Thank you to the California Cooperative
Education and Internship Association
for your incredible support!**

Experience Matters – not only was it the theme of the 2005 Annual Conference, it was the buzz inside and outside of sessions, over meals shared with colleagues and as attendees strolled to “the Block” to soaked up the California sunshine!



Sally Cardenas, Conference Chair

The tone for the conference was set by Dr. Phil Gardner, as he tossed out thought provoking issues based on Michigan State University’s national college employment survey and other research sponsored by the Collegiate Employment Research Institute (CERI) found in “The Recruiting Trends 2004-2005” publication.

A total of 49 workshops were offered by employers, faculty and practitioners in experiential education and covered topics ranging from working with Advisory Boards to Outcome Assessments. Those attending the Research in Cooperative Education/Internships walked away with building blocks for research design; several technology workshops were offered stressing the role and uses of technology in the various phases of an experiential education program; and effective international and domestic work integrated learning programs were shared.

The California Cooperative Education & Internship Association (CCEIA, Inc.) offered a track of sessions focusing on the Arts, Film and TV industries featuring expert panelist - and business cards were flying as contact information was exchanged!!

The Newcomer’s Session was lively and informative as attendees met within their regional CEIA group (CEIA has eight regions!) and shared what makes their region more special than the other seven!! Newcomers had the opportunity to meet with an NAWIL(National Academy for Work Integrated Learning) trainer for breakfast the next morning to discuss concerns and to learn more about CEIA and the resources they can count on.

Networking is always a highlight of the annual conference and 2005 was no exception!! Kudos to RoboTechnologies, LLC for sponsoring the Hospitality Room which showcased some photos of past conferences, offered, a paper “buffet” (lots of great ideas from conference attendees were shared!!), and a graffiti board for conference attendees to express themselves. Lots of informal chats regarding working with “those millennials”; coping with shrinking budgets and merging offices within university’s structures were taking place.

VISIT <http://www.ceiainc.org/Conference/2005conference.html>

TO SEE A SLIDE SHOW OF THE CONFERENCE AND VIEW CONFERENCE FEEDBACK .



CEIA Newcomers Reception! - We look forward to having you all back in 2006!

2005 Annual Conference Summary

Total Attendees: 303 (with 6 exhibitors)
First conference: 93

Where do you work?

2 year: 49
4 Year private: 70
4 Year public: 122
Employer Gov: 8
Employer Private: 30
Other: 0

Position Type:

Staff: 121
Mgmt: 67
Faculty: 49

How Long:

Under 1 year: 15
1-4 years: 58
4-10 years: 67
More than 10: 91

Areas of Responsibility:

Checked all that applied.
Coop Education: 159
Internships: 140
Career Services: 89
Service Learning: 16
Study Abroad: 13
Other: 13

Regions: 1:30, 2:42, 3:29, 4:57, 5:30, 6:24, 7:73, 8:18

**Thank you to the
Conference Committee
and all who attended!!**



CAFCE Members make the trip south to the conference.

2005 CEIA Research Award Recipients

Title: Determining Practice-Based Outcomes from Reflective Practices during Cooperative Education

Abstract: A study is proposed to determine whether a taught model of reflective practice followed by explicit journaling within a cooperative education experience can produce enhanced practice-based outcomes. The study features the launching of a new outcomes scale based upon the principles of meta-cognitive reflection on practice.

Names: Lorna Hayward, EdD, MPH, PT, Associate Professor, Department of Physical Therapy Betsey Blackmer, EdD, PT, Associate Professor, Department of Cooperative Education Joe Raelin, PhD, Asa Knowles Chair, Center for Work and Learning, Northeastern University

Title: Connected Learning in Co-operative Education

Abstract : This qualitative research study will seek to explore the experiences of students who have attended a Canadian university cooperative education program, particularly with regards to what makes the programs meaningful to the participants. Utilizing a basic interpretive research design, male and female students who have graduated from a wide range of co-op programs will be interviewed using an open-ended interview protocol. Findings will be examined through the lens of connected-learning, a learning method that, like co-operative education, places emphasis on real-life experience. To date, connected learning is a perspective that has not been considered in light of the co-operative education context.

Names: Don Quick, Ph.D., Colorado State University, School of Education, Fort Collins, CO, Jeela Jones, Master of Education (candidate) University of Ottawa, Co-operative Education Programs Ottawa,

Title: An Examination of the Utilization of Peer to Peer and Faculty Interaction through On-line Discussion Boards during Cooperative Education in Higher Education

Abstract: The purpose of this study is to examine and understand the experiences that the co-op student has through consistent and frequent peer to peer and peer with faculty interactions during their co-op experience through asynchronous discussion boards. The purpose is also to provide a logical basis for advocating how this on-line interaction experience provides a more meaningful learning experience to the co-op experience. Since the on-line interaction of peer to peer and student with faculty is a new and experimental design of learning during the co-op experience, research is needed to better understand this method.

Name: Nancy J. Murray, University of Wisconsin-Stout

2006
CEIA
ANNUAL CONFERENCE
Defining the Next Century

Defining the Next Century

April 23-25, 2006
2006 CEIA Annual Conference

**2006 CEIA Annual Conference
and Centennial Celebration
“Defining the Next Century”**

**April 23-25, 2006
Hilton Cincinnati Netherland Plaza
Cincinnati, OH USA
[Www.ceiainc.org/conference](http://www.ceiainc.org/conference)**

Don't miss this once in a lifetime opportunity!

The Call for Papers is out! Deadline: Oct. 15, 2005
www.ceiainc.org/conference - click on “Call for Papers”

Areas of Focus

Future / Growth:

- Defining the next decade for work-integrated learning.
- The Global Economy/Workforce, the implications for cooperative education and other models of experiential education.
- Work Force Development: The role/interests of government? Implications for cooperative education and internship programs.
- How higher education must address the social and technological forces in the new millennium.

Integration / Connections:

- Best Practices: Strategies for furthering the integration of classroom theory with professional practice.
- Strategies for closing the time-gap between classroom instruction and competencies needed in the work force.
- Academic integrity in cooperative education and internships: Are we there yet?
- Integration of theory and practice: New challenges for co-op's second century.

Learning / Experience:

- Preparing students for the world of work in the 21st Century.
- After 100 years of cooperative education, what have we learned?
- Exemplary employer models for integrating work-integrated academic programs in their human resource development strategy.
- Learning, education theory and work-integrated learning practices: What do we really know?

Journal of Cooperative Education and Internships www.ceiainc.org/journal
MANY EXCITING ADDITIONS AND CHANGES!



CEIA in partnership with WACE (World Association for Cooperative Education) is proud to announce **exciting updates and improvements** to the Journal of Cooperative Education and Internships.

Here is what is in store for you at www.ceiainc.org/journal:

- A proceeding section is now functional and organizations have the ability to post proceedings to the CEIA website, and members may search proceedings that have been posted in the same queries used to search the Journal Archive.
- A "Practitioner's Corner" has been added with the purpose of collecting information and papers that viable articles for the Journal but would be of interest and benefit to the field.

Our goal is to become **the single respected depository of cooperative education and internship resources in the world**. So go take a look and if you have any questions, or suggestions, feel free to contact Phil Gardner, our senior editor.

The success of the journal depends on the willingness of members and subscribers to volunteer to assist in journal operations. Our goal is to have a 45 day turn around on manuscript reviews. To achieve this target **we need volunteers willing to serve as reviewers**.

Interested? email Phil Gardner at gardnerp@msu.edu to express your willingness to serve.

**NOMINATION ARE BEING ACCEPTED FOR
THE COOPERATIVE EDUCATION HALL OF HONOR**

On the occasion of the Centennial Year of the Founding of Cooperative Education, the University of Cincinnati will pay homage to the inaugural inductees in its Cooperative Education Hall of Honor. The Hall was developed to give a permanent place of honor for individuals and organizations that have significantly contributed to the qualitative advancement of cooperative education, both at the University of Cincinnati and beyond.

On behalf of the Chair of the Selection Committee, Associate Provost Kettil Cedercreutz, we are now soliciting nominations for the Co-op Hall of Honor. Visit <http://www.uc.edu/propractice/hallofhonor/nominations.htm> for all information pertaining to the award, the nomination process, and the induction banquet planned for April 2006.

Please share this information with your membership and other interested individuals. We look forward to your help in identifying worthy nominees to be honored as the inaugural inductees into the University of Cincinnati Cooperative Education Hall of Honor.

If you have questions or need additional information, please feel free to contact Gayle Elliott.

Gayle G. Elliott
Assistant Professor and Chair, Co-op Hall of Honor Nominating Committee
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