

CEIA COOPERATIVE
EDUCATION &
INTERNSHIP
ASSOCIATION
The leaders in work-integrated learning



2017-2018

ANNUAL REPORT

ceiainc.org

Board of Directors

Scott Maynard	President	Greater Starkville Development Project
Veronica Porter	Executive Vice President/ President-Elect	Northeastern University
Steve Sellars	Immediate Past President	West Texas A&M University
Dan Cayse	Vice President, Finance and Development/Treasurer	Retired, Cincinnati State Technical and Community College
Joseph Catrino	Vice President Professional Development	Trinity College
Dawn Koeltzow	Vice President Marketing and Communications	Bradley University
Sarah Burrows	Vice President Research and Surveys	Providence College
Tracey Dowling	Vice President, Cooperative Education Program Network	Florida State University
Hollis Deroche Lotz	Vice President Employer Program Network	Walt Disney Company
Jessy Jones	Vice President, Two-Year College Program Network	Sinclair Community College
Molly Thompson	Vice President Internship Program Network	Metropolitan State University of Denver
Ross Johnston	Vice President Global Network/Region 8	University of Waterloo
Kate Darcy Hohenthal	Vice President Region 1 - Northeast	University of Hartford
Lynn Hickle	Vice President Region 2 - Mid-Atlantic	Drexel University
Julie Hutt	Vice President Region 3 – Southeast	University of South Carolina
Kelly Harper	Vice President Region 4 – Midwest	Cincinnati State Technical and Community College

Andrew Harper	Vice President Region 5 - Southwest	St. Edward's University
Sara Muzzy	Vice President Region 6 – Mountain/Plains	Wichita State University
Al King	Vice President Region 7 – West	Lane Community College

Ex Officio Officers

Peggy Harrier	Executive Director	Retired, Cincinnati State Technical and Community College
Patricia Bazrod	Associate, Member Development and Retention	Georgia Institute of Technology
Michael Sharp	Editor, Experience Magazine	University of Cincinnati
David Caffo	2018 Conference Chair	Wilmington University
Cara Doyle	2019 Conference Chair	North Carolina State University

2018 CEIA Award Recipients

<u>Chair</u>	<u>Award</u>
Steve Sellars	Dean Herman Schneider Award (Educator) Dr. John Henderson, Wilberforce University & Cincinnati State College
Hollis Deroche Lotz	Charles Kettering Award (Employer) Wayfair LLC
Tracey Dowling	Cooperative Education Student Achievement Award Alison Walasinski, The Ohio State University
Molly Thompson	Internship Student Achievement Award Nicholas Peterson, University of Alabama in Huntsville
Jessy Jones	Two-Year Student Achievement Award Emily Hatsigeorgiou, Washtenaw Community College
Sarah Burrows	Ralph W. Tyler Award (Research and publication) Erik Alanson & Richard Robles, University of Cincinnati
Sarah Burrows	James W. Wilson Award (Advocacy of research activity) Dr. Tracey Bowen, University of Toronto
Veronica Porter	Best Practices Award (Innovative program solutions) The Ohio State University, Engineering Career Services

President

Scott Maynard

Greater Starkville Development Partnership

Executive Committee:

Steve Sellars, West Texas A&M University

Veronica Porter, Northeastern University

Dan Cayse, Cincinnati State Technical and Community College (retired)

Peggy Harrier, Cincinnati State Technical and Community College (retired), CEIA staff

Accomplishments:

- Finalized Partnership with University of Waterloo to catalog and archive CEIA Journal
- Worked with conference committee to plan Charleston conference
- Continued to support work on Experience Magazine
- Launched CEIA Virtual Career Fair
- Supported study to examine taking CEIA Academy on the Road
- Coordinated Board Meetings
- Worked with site selection committee for 2020 & 2021 Conferences

Executive Vice President/President-Elect

Veronica Porter

Northeastern University

Audit Committee:

Tracey Dowling, Florida State University

Penny Grob, La Salle University

Julie Hutt, University of South Carolina

Best Practices Award Committee:

Rick DelVecchio, Quinnipiac University

Andrew Harper, St. Edward's University

Zach Osborne, Menlo University

Accomplishments:

- Recruited Best Practices Committee members and chaired committee
- Met with members of the Audit Committee
- Communicated/Worked with Regional Vice Presidents
 - Planned and chaired Regional Vice Presidents' conference call meetings
 - Prepared and disseminated notes from Regional VP meetings
 - Encouraged Regional VPs to have regional websites go live
- Worked with other organizations
 - Attended the CAFCE/CACE/ACE Conference (Canadian Association for Cooperative Education, Canadian Association of Colleges and Employers, Association of Cooperative Education) in May, 2017 in Vancouver, Canada
 - Hosted COSD/NOD (Career Opportunities for Students with Disabilities/National Organization on Disability) Campus to Careers kick-off event, participated in subsequent event and planning meetings
 - Met with representative from "Lights, Camera, Access" and Ruderman Family Foundation - the TV Challenge projects regarding internships for students with disabilities.
 - Participated in Lights! Camera! Access! 2.0 Think Tank to start planning a Spring 2018 Summit for aspiring media professionals with disabilities, participated in subsequent planning meetings
 - Worked with AHEAD Career Special Interest Group to plan for Job Accommodation Webinar on transition from campus to work place
 - Gave presentation on Co-op to representatives from the Nippon Foundation
 - Worked with National Organization on Disability Campus to Careers Program
 - AHEAD/CEIA Co-Sponsored Job Accommodation Webinar (500 registrants) January 24

Immediate Past President
Steve Sellars
West Texas A&M University

Nominating Committee:

Sarah Muzzy- Wichita State University
Al King- Lane Community College

Accomplishments:

- Finalized slate of officers for next year. Collected pictures and bios for people up for election. Slate approved by the board.
- Received and reviewed one submission for the Schneider award. Candidate approved by the board.
- Communicated with award winners to collect information on conference attendance, hotel needs, pictures, bios, etc.
- Contacted supplier to order awards. Coordinated delivery to conference.
- Participated in Executive Committee emails and meetings prior to board meetings.

Vice President, Finance and Development

Dan Cayse, CPA

Retired, Cincinnati State Technical and Community College

Accomplishments:

- Prepared and balanced the annual budget and submitted it to the board for approval.
- Prepared periodic financial reports and presented them to the board.
- Prepared and submitted financial records and documents to the 2016-2017 Audit Committee.
- Worked with the conference chair and association manager on the financial management of the 2017 Annual Conference.
- Prepared the annual tax return, Form 990 and supporting schedules, presented it to the board for review and submitted it to the Internal Revenue Service.
- Completed and filed Forms 1099-Misc and Form 1096 for the association and submitted them to Internal Revenue Service.
- Filed the Annual Charitable Registration with the State of Ohio and Non-Profit Business Entity Report with the State of Indiana.
- Prepared and submitted the annual report for nonprofit organizations for the State of Indiana.
- In the role of treasurer, maintained detailed records and managed the finances of CEIA working closely with the association manager and the executive committee of the board.
- Secured the Event Cancellation Insurance Policy for the 2017 CEIA Annual Conference Increased liability insurance for the association and board from \$2,000,000 to \$4,000,000.
- Prepared the final consolidated summary financial report for the fiscal year ended, May 31, 2016, that is included in this Annual Report.

**COOPERATIVE EDUCATION & INTERNSHIP ASSOCIATION, INC.
INCOME STATEMENT (CASH BASIS)
FOR THE YEAR ENDED, MAY 31, 2017**

INCOME

MEMBERSHIP	\$ 83,490
PROGRAM SERVICES (Conference & Training)	179,791
STUDENT ASSISTANCE FUND	1,250
OTHER INCOME	<u>122</u>
TOTAL INCOME	\$ 264,653

EXPENSE

ADMINISTRATION	\$ 82,176
PROGRAM SERVICES	163,264
BOARD TRAVEL & MEETINGS	35,734
PROGRAMS & PROJECTS	<u>6,368</u>
TOTAL EXPENSE	\$ <u>287,542</u>
EXCESS EXPENSE OVER REVENUE	\$ (<u>22,889</u>)

**COOPERATIVE EDUCATION & INTERNSHIP ASSOCIATION, INC.
BALANCE SHEET (CASH BASIS)
MAY 31, 2017**

ASSETS

CURRENT ASSETS:	
CASH	\$ 272,875
ACCOUNTS RECEIVABLE	<u>27,355</u>
TOTAL CURRENT ASSETS	\$ 300,230
FIXED ASSETS:	
EQUIPMENT	\$ 4,551
LESS: ACCUMULATED DEPRECIATION	<u>152</u>
TOTAL FIXED ASSETS	\$ <u>4,399</u>
TOTAL ASSETS	\$ <u>304,629</u>

EQUITY

RETAINED EARNINGS, MAY 31, 2016	\$ 327,518
EXCESS EXPENSE OVER REVENUE	<u>(22,889)</u>
RETAINED EARNINGS, MAY 31, 2017	\$ <u>304,629</u>

Executive Director
 Peggy Harrier
 Retired, Cincinnati State Technical and Community College

CEIA Membership Report
 (As of February 19, 2018)

2018 Total new/renewed: 629 (584 paid + 45 lifetime members)

Total 2018 members:	Total 2012 members: 611
Total 2017 members: 674	Total 2011 members: 641
Total 2016 members: 694	Total 2010 members: 668
Total 2015 members: 675	Total 2009 members: 629
Total 2014 members: 701	Total 2008 members: 760
Total 2013 members: 649	Total 2007 members: 729

Regional breakdown of 2017 members:

	<u>Total (incl. lifetime)</u>	<u>Lifetime</u>
Region 1:	98	7
Region 2:	78	6
Region 3:	148	9
Region 4:	160	11
Region 5:	56	3
Region 6:	51	3
Region 7:	56	4
Region 8:	27	2
Totals:	674	45

Vice President, Professional Development
Joe Catrino
Trinity University

Committee: Professional Development Committee...in progress

Accomplishments:

- Networked with career and internship professionals to gauge their interest in joining a professional development committee.
- Scheduled and defined the CEIA Academy Training dates (Vail, CO)
- Secured the CEIA Academy lead instructor
- Transitioned into the role in January 2018

Vice President Marketing and Communications
Dawn Koeltzow
Bradley University

Digital Marketing Committee:

David Caffo, North Carolina State University
Andrew Harper, St. Edward's University
Jessy Jones, Sinclair Community College
David Schwartz, Bradley University

Hotel Site Selection Committee:

Molly Thompson, Metropolitan State University of Denver
Cara Doyle, North Carolina State University

Accomplishments:

- Marketed CEIA resources and events through multiple channels
- Coordinated News Briefs and Announcements
- Managed CEIA's blog and encouraged members to post articles
- Worked with committee members on digital marketing strategies
- Monitored social media accounts for Twitter, Instagram, and LinkedIn
- Coordinated efforts for the Digital Lounge at the 2018 Conference
- Worked with CEIA's Regional Vice Presidents to create website content
- Developed plans for a Committee Member Recognition Event at the 2018 conference
- Served on the Program Committee and reviewed proposals for the Charleston conference
- Coordinated the site selection work for the 2020 conference

Vice President, Research and Surveys

Sarah Burrows

Providence College

Research | Awards Committee:

Meghan Stidd, University of Colorado- Colorado Springs
Sandra Brabb, Washington State University
Kathy Tuberville, University of Memphis- Business
Micheala Bojorquez- Ford California State University, Fresno

Conference Program Committee:

Emily C. Frazier, University of Cincinnati
Christina L. Asroff, Wilmington University
Tracey Bowen, University of Toronto Mississauga
Shannon Jost, Wilmington University
Micheala Bojorquez Ford California State University, Fresno,
Dawn Koeltzow Bradley University,
Jenean Meadows, Virginia Polytechnic Institute and State University
Kathy Jordan, Virginia Polytechnic Institute and State University
David N. Bird, Linn Benton Community College
David C. Caffo, Wilmington University

Accomplishments:

- Held 5 conference calls with Conference Program Committee
- Solicited conference proposals, evaluated submissions, selected conference presentations, sorted by presentation type, alerted submitters, organized program
- Wrote benchmarking survey (with input from board and John Pryor- ACT), Peggy created survey in Survey Monkey, distributed, and tabulated results in fall 2017.
- Promoted conference registration and attendance with networks and NEACEFE
- Contributed a blog on Assessment and LinkedIn entry on Professional Associations
- Organized call for award nominations- Tyler and Wilson awards- solicited submissions, reviewed with committee and nominated Tracey Bowen for the Wilson award and Rich Robles and Erik Alanson for the Tyler award

Vice President, Cooperative Education Network

Tracey Dowling

Florida State University

Committee:

Lisa Barlow, University of Cincinnati
Arlene M. Garrick, Bethune-Cookman University
Erin Mullen, University of South Carolina
Amy Ware, Christian Brothers University

Accomplishments:

- Polled committee members for feedback on judging rubric and timeline for Cooperative Education Student Achievement Award;
- Increased award nominations received, including seeing diversity among institutions, majors and student demographic profiles;
- Connected with all Student Achievement Award Chairs to streamline the award process;
- Collaborated with CEIA Staff to upgrade Survey Monkey account;
- Welcome new members that select the Co-Op Network;
- Facilitated best practice sharing among co-op program managers within CEIA upon request including the Sonoma County Economic Development Board, Singapore Institute of Technology, and The University of the Philippines.

Vice President, Employer Program Network

Hollis Deroche Lotz

The Walt Disney Company

Committees:

- Charles Kettering Employer Award - Chair
- Professional Development/Webinar Committee - Participant

Accomplishments:

- Charles Kettering Nomination Committee- Committee Chair in selection of 2017-2018 recipient of this award
- Received approval to cover travel for Student Intern of the Year awardee
- Participated on Professional Development/Webinar Committee
- Hosted Veterans Programing webinar w/ Director Veterans Programs, The Walt Disney Company
- Donating attendee bags for 2018 CEIA Conference
- Received approval for additional giveaways to be included in bags as well as door prizes

Vice President, Global Network

Ross Johnston

University of Waterloo

Accomplishments:

- Held conference call for Region 8 members
- Created new Regional web-page with key messages for members
- Promoted conference registration and attendance
- Attained 2 conference, presentation proposals that have been accepted
- Contributed a blog on how work integrated learning students can have impact on organizations
- Provided an article for Experience Magazine
- Provided a proposal, to be formalized, for a new Student award related to International work experiences.

Vice President, Two Year Program Network

Jessy Jones

Sinclair Community College

Awards Committee

Maya Franklin, Cincinnati State Community College

Megan Zech, Terra State Community College

Michelle Terrell, Valencia College

Kayla Stanley, Pensacola State College

Accomplishments:

- Conducted membership research and outreach for two-year members:
 - Researched the membership spreadsheet to identify 95 members who work for institutions that offer two-year schools
 - Compared and contrasted the current membership list to the previous, identified 58 expired members and sent an email communication to encourage them to renew; collaborated with Peggy to offer them a “deal” – renew in summer 2017 to receive membership for the remainder of 2017 and all of 2018
- Converted the printable PDF version of the Student Achievement Award nomination paperwork into a digital, fillable PDF form to make the nomination process smoother for applicants
- Converted the Judge’s Rubric for the Student Achievement Award from a printable PDF to a digital Google Form to streamline the review process for judges and the VPs who determine a winner

- Recruited four new volunteers to serve on the Awards Committee
- Promoted the Two-Year Student Achievement Award opportunity to two-year members; received four nominations, distributed them to the committee, and determined a winner (Emily Hatsigeorgiou from Washtenaw Community College) by December 12/31/18
- Presented the Award Winner to the CEIA Executive Committee at the January board meeting; received approval, notified the winner and those who were not chosen via email after returning from the meeting

Vice President, Internship Program Network
Molly Thompson
Metropolitan State University of Denver

Conference Development Committee
Internship Award Committee
Site Selection Committee

Accomplishments:

- Held the Internship Information Hour, a twice monthly telephone call for Internship Network members. Topic covered so far have been immigration issues addressing students (Brad Hendrick joined this call), writing MOU agreements with employers, managing international internships, working with employers who refuse to sign university paperwork, and others. Average participation has been 7 members per conference call, with one person serving as facilitator.
- Reached out to all previous exhibitors from 2016 and 2017 conference to ask them to exhibit again and then reminded them all of the advertisement deadlines
- Reached out to 65 companies in SC and NC for sponsorships, plus two writers, an international internship provider, and all previous sponsors.
- Have secured a few in-kind sponsors; jewelry, alcohol, etc.
- In continued talks with ACT and MSU Denver for major contributions and have follow-ups with some of the above companies.
- Hosted three directors on campus for university site visits, brought them in as CEIA members, and convinced one to become a committee member for the awards committee.
- Convened Award committee to choose winner for Internship Award.
- Wrote the CEIA DACA Statement, after approval at January board meeting
- Have begun work on the University Site Visit List, including setting categories and compiling a list of proposed schools / individuals for each category. Proposed list will be presented at April board meeting.

Vice President - Region 1, Northeast
Kate Darcy Hohenthal, Ed.D.
University of Hartford

Committee:

Associate Editor, Experience Magazine, CEIA

Accomplishments:

- VP Region 1 Northeast newsletter to all current members
- Membership drive – engaged 2017 members who have not renewed for membership renewals; developed membership drive with employers and higher education institutions who are new to CEIA
- Social media engagement - contributed to blog: *Internship The Key To: Ruling It In or Ruling It Out* and LinkedIn: *Internship Preparation For Students*
- Participated in CEIA VP conference calls
- Promoted CEIA membership and annual conference to CCEIA group & region 1 members
- Initial stage of possible EACE collaboration
- Introduced State Director Representative role
- 2018 annual conference two proposals submitted and accepted
- Associate Editor Experience Magazine for re-launch first edition
- Regional Work Integrated Learning Conference: surveyed region 1 members for interest in participation and volunteering for event committee
- Identified all colleges and universities within region 1; created plan for engagement
- Drafted incorporating legal counsel resource into CEIA membership benefits; working with membership liaison to complete draft for Board consideration

Vice President - Region 2, Mid-Atlantic

Lynne Hickle

Drexel University

Committees:

Conference Registration Committee

Committee Member Recognition Reception Committee

Accomplishments:

- Created and disseminated bi-monthly newsletter to Region 2
- Implemented State Representative Model for Region 2
 - Met with PA State Representative to go over engagement plan
- Participated in Region VP conference calls
- Reviewed and added to North American Directory of Cooperative Education and Internship Professions Database.
- Contributed to LinkedIn site
- Submitted a blog post written by a colleague
- Encouraged and supported participation in local event – DVCP
- Attended and contributed to Board meeting in Charleston, SC in September
- Attended and contributed to Board meeting in Tampa, FL in January

Vice President - Region 3, Southeast

Julie Hutt

University of South Carolina Honors College

Committees:

Site Selection Committee (Chair)

- Dawn Koeltzow, Bradley University
- David Caffo, Wilmington University

Audit Committee (Member)

Charleston Conference Local Committee (Member)

Charleston Conference Registration Committee (Member)

Accomplishments:

- Finalized 2019 Conference Contract in Chicago, IL
- Collected, analyzed and submitted 2017 Conference breakout session evaluations to professional development committee
- Distributed bi-monthly newsletters to region III membership
- Two conference proposals submitted and accepted (Charleston, 2018)
- Created membership survey infographic for members to promote results summary and encourage new membership
- Participated in monthly CEIA local committee conference calls
- Participated in year-round CEIA VP conference calls
- Sent e-mail to all state representatives regarding outreach to current members, new members & lapsed membership
- Resubmitted draft for Experience Magazine
- Training/onboarding of new Region III VP
- Attended September Board Meeting, Charleston, SC
- Attended January Board Meeting, Tampa, FL
- Region III State Representatives (VP)
 - Created outline of Region III state representative responsibilities
 - Marketed and selected Region III state representatives
 - Submitted edits for Region III website to include state representative photos and contact information
 - One-on-one meeting with SC & GA state representatives
 - Sent e-mail to all state representatives regarding outreach to current members, new members & lapsed membership (fall)
 - Launched Region III membership campaign – targeting by state via state representatives (January)
 - Georgia : Makesha Hillary, Georgia State University
 - Presenter CEIA Conference, Charleston, SC
 - Participated in five webinars
 - Georgia membership outreach
 - Tennessee, Kathy Tuberville, Fogelman College, Tennessee
 - Presenter CEIA Conference, Charleston, SC (3 total/2 lead)
 - Tennessee membership outreach
 - North Carolina, Jim Novak, University of North Carolina-Charlotte
 - NCACE conference proposal submitted (May 2018)
 - North Carolina membership outreach
 - Created Experiential Education Council at UNC Charlotte (14 members)
 - UNC System outreach (16 universities)
 - Alabama, Candace Phillips, University of Alabama-Huntsville
 - Presenter CEIA Conference, Charleston, SC
 - Attended AACE Winter Workshop – presenter
 - CEIA Intern of the Year award winner – Nick Peterson

Vice President - Region 4, Midwest

Kelly Harper

Cincinnati State Technical and Community College

Accomplishments:

- Transitioned into this role in December 2017 replacing Jill Collet from the University of Cincinnati.
- Developing a regional newsletter/communication.

Vice President - Region 5, Southwest

Andrew Harper

St. Edward's College

Committees:

Digital Marketing Committee

CEIA Best Practices Review Committee

Accomplishments:

- Authored and distributed frequent e-updates about CEIA; provided content for Region V section of the CEIA website
- Recruited a state director for Texas:
 - Lorrenza R. Vandiver, Assistant Director of Professional Development & Diversity/Experiential Learning and Internship Manager - University of Texas at San Antonio
- Served on the CEIA Digital Marketing Committee:
 - Began managing Instagram account; doubled followers (114 as of February 2018)
 - Created visual content for Instagram and Twitter feeds promoting CEIA blogs, Experience Magazine articles & annual conference
 - Spearheaded the #CEIAPride contest at 2017 & 2018 conferences
- Attended Central Texas Liberal Arts Career Consortium Meetings and promoted CEIA:
 - August 2017 Meeting at Schreiner University in Kerrville, Texas
 - November 2017 Meeting at Indeed.com in Austin, Texas
- Served as an ex-officio member on Texas Cooperative Education Board of Directors (TxCEIA):
 - Secured a keynote speaker and secured two career services directors for a panel for the Southwest Regional Conference

- During the annual conference, moderated an employer panel about trends in university recruiting, provided updates about CEIA at annual business meeting and facilitated a roundtable discussion on FLSA & internship postings
- Served as Programs Chair for the Southern Association of Colleges & Employer (SoACE) Annual Conference (occurred in December 2017 in San Antonio, Texas):
 - Supervised two assistant chairs to research, select and organize program content for a conference attended by more than 500 attendees:
 - Selected two keynote speakers: Secretary Julian Castro and Mr. Patrick Madsen
 - Oversaw the proposal review committee comprised of 10 members
 - Reviewed more than 115 proposals and selected just over 40
 - Selected and invited speakers for the closing panel: “SoACE 2027 What will be the challenges, opportunities, and changes ahead?”

Vice President - Region 6, Mountains/Plains
 Sarah Muzzy
 Wichita State University

Nominations and Elections Committee

Steve Sellars, West Texas A&M University- Chair & Past President
 Al King, Lane Community College – Board Member

Accomplishments:

- Developed and distributed regional newsletter to members- total of 5 – March/April, May/June, August/September, October/November, January/February ‘18 (*additional input from state representatives added*)
- Follow-up with current members in Region 6 Mountains / Plains in regards to submitting proposals for the 2018 annual conference
- Reminder emails to region 6 for membership renewal, conference proposals and nominations for intern/coop of the year 2018 annual conference
- Participated on nominations and elections committee via email and conference calls
- Contacted and verified executive board members for future service on the board on behalf of the nominations and elections committee
- Developed and maintained Facebook presence for region 6 members to exchange ideas and outreach (17 member’s total)
- Participated in VP conference calls
- Sent email to Region 6 members regarding opportunities to get involved with Experience Magazine
- Referred current members to summer CEIA Academy in support of professional development

Vice President - Region 7, West

Al King

Lane Community College

Accomplishments:

- Continue to travel throughout Oregon/Washington sharing CEIA information and to work to increase attendance at national conference and CEIA membership
- Provided follow up info to members around upcoming conference.
- Follow up information to interested future members
- Continue to support regional groups in the eastern and western parts of Washington to support one another's knowledge base and practices.

Editor, *Experience Magazine*

Michael Sharp

University of Cincinnati

Committee:

Kathy Jordan (Virginia Tech)

Paula Harper (University of Cincinnati)

Lisa Barlow (University of Cincinnati)

Cheryl Cates (University of Cincinnati)

John Hausmann (University of Cincinnati)

Jennifer Sharp (Colerain Police, ret., and Family Justice Center)

Erik Alanson (University of Cincinnati)

Andrew Caudill (University of Cincinnati)

Accomplishments:

- Robust team of committed volunteers: Four Associate Editors, many Reviewers, one Research Director, one Digital Marketing Director, one Creative Director
- Published Issue 2
- Shared call for abstracts for issue 3
- Collected nine abstracts for issue 3
- Continuing the process of recruiting co-authors/co-presenters for issue three and four
- Seeking sponsors and advertiser to support publication

Associate, Member Development & Retention
Patricia Bazrod
Georgia Institute of Technology

Committee:

Membership Engagement

- Joseph Aini, University of Albany-SUNY
- Cheryl Arruda, Northeastern University
- Debra Barrick, Indiana University-Purdue University Fort Wayne
- Paul Gould, Retired CEIA Past President
- Eric Hall, Endicott College
- Janis Ransom, Foresters Financial
- Aaron Strong, Yellowstone National Park

Accomplishments:

- Region VP's and membership committee members paired to work together in the regions on membership development opportunities.
- Collect data on the overall success of the effort, as well as, suggestions, comments, etc. for improvements.
- Develop a Membership Drive for the Organization-runs until April 10, 2018
- Employer Membership Outreach. Discuss with new VP of Employer Relations.

Conference Chair – 2018
David Caffo
Wilmington University

Committee:

Program Sarah Burrows, Providence College (Chair)

Keynote / Plenary Shannon Jost, Wilmington University (Chair)

Marketing & Communications Dawn Koeltzow, Bradley University (Chair)

Audio Visual Zach Osborne, Menlo College

Sponsorship/Vendors Molly Weller Thompson, Metropolitan State University of Denver

Registration Penny Grob, La Salle University (Chair)

Local Arrangements Cara Doyle, North Carolina State University (Chair)

Graphic Design Lisa Barlow, University of Cincinnati

Photographer Erica Elbery, University of South Carolina

Hospitality David Snow, Drexel University and Scott Maynard, The Greater Starkville Development Partnership

2019 Conference Cara Doyle, North Carolina State University (Chair)

Association Executive Director Peggy Harrier, CEIA Executive Director

Accomplishments:

- Acquired 2018 Keynote and Plenary speakers
- Call for Proposals (Google Doc) – Received 97 Proposals
- Selected 81 proposals for conference – communicating to speakers and finalizing program
- Conference budget, website, agenda, entertainment, planned activities, transportation
- Food and beverage, receptions and pre-awards entertainment
- Digital committee charges

Conference Chair – 2019

Cara Doyle

North Carolina State University, Raleigh

Committees:

2017 Digital Marketing Committee

2018 Local Arrangements Committee, Chair

2020 Site Selection Committee

Accomplishments:

- Participated in the 2016-2017 Digital Marketing Committee – meetings & activities
- Responsible for promoting the 2016-2017 Annual Conference in Denver via CEIA Twitter
- Served as Chair, Local Arrangements Committee for Charleston, CEIA 2018.
- Participated site selection for CEIA 2020
- Designed “Save the Date” for CEIA 2019

History of Cooperative Education and Internships

- Late 1800's the Industrial Revolution was underway with new innovations and technologies creating a demand for specialized knowledge and training in the workplace.
- The Morrill Act of 1861 (Land Grant Act) provided funds to establish colleges devoted to agriculture and mechanical arts.
- Colleges responded with new courses of study – practical education – education for a specific field now became acceptable.
- The philosophical foundation for cooperative education was also taking place.
- William Dewey – “There is an intimate and necessary relation between the process or actual experience and education.” Dewey believed that people learned from experience and doing.
- 1872 Herman Schneider, co-op founder, is born in Summit Hill, PA.
- John Dewey – “if you want to educate a student to become an engineer, then you should provide that student with the opportunity to practice being an engineer.”
- 1899, the cooperative system of education is proposed at Lehigh University in PA.
- 1903, Herman Schneider arrives at UC from Lehigh University to serve as Professor of Civil Engineering.
- September 24, 1906, Dean Herman Schneider, University of Cincinnati, Co-op is founded.
- **Cooperative education** is a structured method of combining classroom-based education with practical work experience. A cooperative education experience, commonly known as a "co-op", provides academic credit for structured job experience. Co-op experiences are either full-time (40 hours per week) alternating periods (semester, quarter) of work and school or part-time (20 hours per week) combining work and school during the same time period. Co-op experiences are paid, supervised by a professional who has followed the same career path of the student and students complete more than one assignment (2 or more) with progressive levels of responsibility.
- **Internship** is an experience involving student's working in their expected career field, either during a semester or over the summer. Internships may be paid or unpaid and may or may not carry academic credit. Internships are typically one-time experiences. Internships are typically connected to an academic program with course requirements designed and monitored by faculty. Internships generally have related learning outcomes and academic assignments required.
- First co-op class had 27 students and 13 companies.
- First wages in 1906 were 8-10 cents an hour.
- Co-op was proven applicable to fields other than engineering
- Northeastern University - 1909
- Kettering University- 1909
- 2011 University of Detroit Mercy - 1911
- 2012 Georgia Institute of Technology - 1912

- 2012 Rochester Institute of Technology – 1912
- 2014 University of Akron - 1914
- University of Cincinnati – Nursing – 1915
- Drexel University - 1919
- Ohio Mechanics Institute – 1920
- Antioch developed liberal Arts Co-op
- First women co-op at the University of Cincinnati
- Association of Cooperative Colleges founded in 1926 –first professional association for cooperative education – First meeting at the University of Cincinnati – Herman Schneider elected President.
- 1929 become a division of the Society of Promotion of Engineering Education (later ASEE) – became the Cooperative Education Division (CED) of the American Society of Engineering Education – changed to Cooperative and Experiential Education Division (CEED) in 2009.
- Upon graduation in 1934, wages were 35 cents an hour for a ten-hour work day, a sum of \$13 per week.
- The National Study of Cooperative Education was completed by Jim Wilson of RIT and Edward Lyons of University of Detroit, book published in 1961 “Work-Study College Program.”
- Chaired by Clement J. Freund (ASEE’s President in 1948-49), a CED committee published, “The Cooperative System – A Manifesto.”
- Spelled out the primary principles of cooperative education including a formal definition and the objectives of this system of education.
- First co-op program in Canada, University of Waterloo, now the largest program in the world.
- 1956 – 50th Anniversary of Cooperative Education celebrated at the University of Cincinnati.
- The National Commission for Cooperative Education (NCCE) was founded to promote co-op and to raise funds in its behalf. Ralph Tyler named chairman.
- 1963 the Cooperative Education Association is established with Don Hunt and Frank Jakes taking the lead to represent the interests and promote the expansion of co-op, especially in non-engineering disciplines.
- Northeastern University received a Ford Foundation Grant to establish the first co-op training center to help develop new co-op programs.
- CEA held its first annual conference in Detroit, Michigan in 1964 under the leadership and guidance of Donald C. Hunt from the University of Detroit.
- Research in the field of Cooperative Education became a key element to demonstrating the success of programs and the Journal of Cooperative Education was established in 1964.
- Title VIII of the Higher Education Act of 1965 provided more impetus for the growth of co-op programs.

- During the period of federal funding members of the co-op community spend significant amounts of time in DC and connecting with Legislative members to push the co-op agenda.
- Title VIII helped programs expand into business, health and liberal arts as well as offering opportunities for non-traditional students to work in their career field while taking classes.
- Programs were expanded to allow adult students the opportunity to co-op after the regular work day or on weekend as well as modifying their current job to learn new skills related to their area of study.
- First programs began with alternating semesters of work and academic and expanded during Title VIII funding to parallel co-op programs of part-time work and academics concurrently.
- Cincinnati State Technical & Community College - 1969 – first two-year institution with mandatory co-op program for all majors.
- The National Conference on Cooperative Education was held in 1971.
- First World Conference on Cooperative Education held in London in 1979
- The World Association for Cooperative Education (WACE) is formed in 1983.
- The National Ad Campaign (\$30 million) for Cooperative Education in 1985 brought cooperative education to the forefront of university and college administrators as well as employers. This public campaign drove a strong progress in establishing partnerships across the country.
- Number of programs grew from 277 in 1971 to 1012 in 1986.
- Employer and Educator Cooperative Education Training Centers opened in five regions of the country training over 30,000 practitioners, plus a National Center for Employer Training at the University of Cincinnati and also the National Commission for Cooperative Education (NCCE) Training Center.
- Funding for programs and developing institutional support were hot topics for consideration in the late 1980's and early 1990's due to declining Title VII funding and the desire for colleges and universities to maintain their vibrant co-op programs.
- Workshops were offered to educators and employers on How to Start A Co-op Program, How to Fundraise, Developing Effective Partnerships, Nuts & Bolts of Cooperative education, Gaining Institutional Support, Making your Program Comply with Accreditation Outcomes.
- Coalition of CEA, CED, NCEE formed to provide mechanism for speaking with one voice on major issues or opportunities for co-op.
- The DACUM Study for Co-op Office positions such as Director, Co-op Coordinator, Job developer was completed to help members of the co-op community build and enhance their existing programs through proper staffing
- Today, approximately 1000 colleges and universities in 43 countries, with 76,000 employers and 310,000 students participating annually in co-op partnerships

- Cooperative Education and Internship programs today vary from individual experiences to multiple experiences with increased levels of responsibility working part-time or alternation semester of work and school
- Students and employer participants generally complete evaluations of their experiences to document the program success as well as the complete of other academic assignments depending on each programs requirement.
- Co-op and internships are generally paid and in many programs academic credit or transcript notation is a component of a successful program.
- Engineering and Business Program Accreditation brought with it the desire for co-op and internship professionals to assess program outcomes and establish success measures.
- In the 1990's technology comes to co-op and internship offices to help connect professionals, employers, students and to form list serves for ongoing communication and sharing.
- College/Corporate relationships for co-op more difficult to maintain due to turnover and long-standing programs being ended.
- Budget begins to tighten in higher education making it very difficult to maintain and grow co-op and internship programs.
- 1998 the Accreditation Council for Cooperative Education was established with 12 college and university programs accredited to date.
- Internship is added to CEA making the organization new name CEIA (late 1990's)
- The National Academy of Work-Integrated Learning (NAWIL) of CEIA is founded to provide professional training to co-op and internship practitioners.
- Consolidation of co-op and internships into Career Services to increase organizational efficient and budget management.
- 100th Anniversary of Cooperative Education:
 - 2006 University of Cincinnati
 - 2009 Northeastern University
 - 2009 Kettering University
 - 2011 University of Detroit Mercy
 - 2012 Georgia Institute of Technology
 - 2012 Rochester Institute of Technology
 - 2014 University of Akron
 - 2019 Drexel University