

Board of Directors

Veronica Porter	President	Northeastern University
Julie Hutt	Executive Vice President/ President-Elect	University of South Carolina Honors College
Scott Maynard	Immediate Past President	Florida State University Career Center
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 Lord	Vice President, Cooperative Education Program Network	Florida State University
Janis Ransom	Vice President Employer Program Network	Foresters Financial Services, Inc
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 Hickie	Vice President Region 2 - Mid-Atlantic	Drexel University
Makesha Dockery	Vice President Region 3 – Southeast	Georgia State University
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

Zach Osborne Vice President
Region 7 – West Menlo College

Ex Officio Officers

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

Patricia Bazrod Associate, Member Development
and Retention Retired, Georgia Institute of Technology

Michael Sharp Editor, Experience Magazine University of Cincinnati

David Caffo Associate, External Relations
& Development Wilmington University

Cara Doyle 2019 Conference Chair North Carolina State University

Andrew Harper 2020 Conference Chair St. Edward's University

2019 CEIA Award Recipients

<u>Chair</u>	<u>Award</u>
Scott Maynard	Dean Herman Schneider Award (Educator) <i>Dr. Nancy Zimpher, State University of New York (SUNY) and University of Cincinnati</i>
Janis Ransom	Charles Kettering Award (Employer) <i>Dr. Ralph Brigham & Southwestern Advantage Inc.</i>
Tracey Lord	Cooperative Education Student Achievement Award <i>Ryan Knudtson, University of Wisconsin–Stout</i>
Molly Thompson	Internship Student Achievement Award <i>Danyale C. Kellogg, Southwestern University</i>
Jessy Jones	Two-Year Student Achievement Award <i>Manuel Turrubiarres, Madison College</i>
Sarah Burrows	Ralph W. Tyler Award (Research and publication) <i>Melanie Buford and Mei Tang, University of Cincinnati and Susannah Coaston, Northern Kentucky University</i>
Ross Johnston	Peggy Jarvie, University of Waterloo International Student Award <i>Katrina Haase, Northeastern University</i>
Sarah Burrows	James W. Wilson Award (Advocacy of research activity) <i>Karsten Zegwaard, University of Waikato, NZ</i>
Julie Hutt	Best Practices Award (Innovative program solutions) <i>Lindner Career Services Center, University of Cincinnati</i>

President
Veronica Porter
Northeastern University

Committee(s):

Executive Committee
Vision/Mission/Values Committee

Accomplishments:

- Prepared agenda and chaired Board Meetings
- Prepared agenda and chaired Executive Committee Meetings
- Phone meetings with Executive Director
- Phone meetings with board members as needed
- Attended and presented at CEIA Academy, June 2018
- Attended Pearson Disability Mentorship Program Advisory Council meetings (Hoboken, NJ, 6/18, Los Angeles, CA, 2/19)
- Work with National Organization on Disability Campus to Careers Program
- Met with Paul Stonely regarding WACE initiatives
- Communicated with Nancy Johnston, President of WACE
- Worked with Professional Development Committee on webinars
- Participated in Vision/Mission/Values Committee work
- Worked on business plan

Executive Vice President/President-Elect
Julie Hutt
University of South Carolina Honors College

Committee(s):

Audit Committee (Chair)
Best Practices Award Committee (Chair)
Executive Committee
Vision/Mission/Values Committee

Accomplishments:

- Recruited & chaired Best Practices Award committee
- Communicated/Worked with Regional Vice Presidents
 - Regional Vice Presidents' conference call meetings (chair)
 - Prepared and disseminated notes from Regional VP meetings
 - Developed yearly calendar timeline for RVPs
 - Developed regional conference meeting template in conjunction with RVPs
- Created, administered and summarized board performance and feedback survey (2018 & 2019)
- Employer Survey summary infographic
- Agreed to serve as article reviewer for Experience magazine and submitted abstract
- Worked on business plan
- Created online conference presenter evaluation tool to be implemented in Chicago 2019

Immediate Past President
Scott Maynard
Florida State University

Committee(s):

Nominations Committee (Chair)

Accomplishments:

- Chaired nominations committee and finalized slate of officers for 2019-20 Board of Directors
- Received and reviewed nomination for the Dean Herman Schneider award
- Communicated with all award winners to coordinate banquet participation
- Served on Executive Committee
- Served as liaison with CareerEco Virtual Career Fairs

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 2018 Audit Committee.
- Worked with the conference chair and association manager on the financial management of the 2018 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 2019 CEIA Annual Conference maintained 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, 2018, that is included in this Annual Report.
- Prepared a draft of the business plan for the association to be reviewed and revised by the board.

**COOPERATIVE EDUCATION & INTERNSHIP ASSOCIATION, INC.
INCOME STATEMENT (CASH BASIS)
FOR THE YEAR ENDED, MAY 31, 2018**

INCOME

MEMBERSHIP	\$ 97,060
PROGRAM SERVICES	210,475
STUDENT ASSISTANCE FUND	1,005
OTHER INCOME	<u>171</u>
TOTAL INCOME	\$ 308,711

EXPENSE

ADMINISTRATION	\$ 90,895
PROGRAM SERVICES	122,954
BOARD TRAVEL & MEETINGS	45,305
PROGRAMS & PROJECTS	<u>8,192</u>
TOTAL EXPENSE	\$ <u>267,346</u>
EXCESS REVENUE OVER EXPENSES	\$ <u>41,365</u>

**COOPERATIVE EDUCATION & INTERNSHIP ASSOCIATION, INC.
BALANCE SHEET (CASH BASIS)
MAY 31, 2018**

ASSETS

<u>CURRENT ASSETS:</u>	
CASH	\$ 331,830
ACCOUNTS RECEIVABLE	5,675
PREPAID EXPENSES	<u>5,000</u>
TOTAL CURRENT ASSETS	\$ 342,505
 <u>FIXED ASSETS:</u>	
EQUIPMENT	\$ 4,551
LESS: ACCUMULATED DEPRECIATION	<u>1,062</u>
TOTAL FIXED ASSETS	\$ <u>3,489</u>
TOTAL ASSETS	\$ <u>345,994</u>

EQUITY

RETAINED EARNINGS, MAY 31, 2017	\$ 304,629
EXCESS REVENUE OVER EXPENSE	<u>41,635</u>
RETAINED EARNINGS, MAY 31, 2018	\$ <u>345,994</u>

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

CEIA Membership Report
 (As of February 24, 2019)

2019 Total new/renewed: 628 (574 paid + 54 lifetime members)

Total 2018 members: 739	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 2018 members:

	<u>Total (incl. lifetime)</u>	<u>Lifetime</u>
Region 1:	129	7
Region 2:	79	7
Region 3:	159	11
Region 4:	165	13
Region 5:	53	4
Region 6:	61	5
Region 7:	60	4
Region 8:	31	3
Misc.	2	
Totals:	739	53

Vice President, Professional Development
Joe Catrino
Trinity University

Accomplishments:

- Established three subcommittees within Professional Development (CEIA Webinars, CEIA Website, and CEIA Academy)
- Recruited CEIA members to contribute to the aforementioned subcommittees
- Hosted webinars in the Fall '18 and Spring '19 semesters
- Created a schedule and process for executing webinars in the future
- Reorganized the "Members" area and "Knowledge Zone" content on the CEIA website
- Redesigned the CEIA Academy curriculum

Vice President Marketing and Communications
Dawn Koeltzow
Bradley University

Committee(s):

- Served on Vision, Mission, and Values Committee
- Served on the 2019 Conference Committee
- Chaired Digital Marketing Committee and worked with these wonderful colleagues:
 - Ana Clara Blesso, University of Connecticut
 - Cara Doyle, North Carolina State University
 - Andrew Harper, St. Edward's University
 - Amy Marcum, University of Cincinnati
 - David Schwartz, Bradley University

Accomplishments:

- Participated in the development of CEIA's Vision, Mission & Values
- 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 2019 Conference
- Developed plans for a Committee Member Recognition Event at the 2019 conference

Vice President, Research and Surveys
Sarah Burrows
Providence College

Committee(s):

Research | Awards Committee (Chair)

Accomplishments:

- Solicited nominations for Wilson and Tyler awards- both were awarded and award recipients are attending the conference
- Students research grant applications were received- one was awarded and has been accepted
- Conducted employer survey which has been summarized and will be posted to web site along with an infographic
- Participated in Mission re-write committee
- Sat on Programs committee- evaluated proposals and helped organize program, including editing session descriptions
- Attended board meetings in Chicago and Tampa
- Agreed to serve as article reviewer for Experience magazine

Vice President, Cooperative Education Network
Tracey Dowling
Florida State University

Committee(s):

Cooperative Education Student Achievement Award
Audit Committee

Accomplishments:

- Successfully transitioned all CEIA Award submissions from email/paper to virtual utilizing CEIA's existing Survey Monkey subscription
- Updated Student Achievement Award judging rubric utilizing feedback from student achievement award selection committees
- Removed College/University Statement of Support from application process as a result of feedback from award selection committee members and school nominees
- Streamlined Student Achievement Awards webpages into one-
<http://www.ceiainc.org/about/awards/student-achievement-awards/>
- Worked with VPs of Networks with Student Achievement Awards to streamline and electronically centralize the award submission process
- Worked with Peggy to electronically centralize the submission process of the educator and employer excellence awards
- Distributed the CEIA Employer Survey to 19,614 contacts via Handshake (received 4,137 unique opens and 406 unique clicks)
- Encouraged annual conference presentation proposals to the Co-Op Network
- Fielded and responded to individual inquiries, re: Co-Op Network

Vice President, Employer Program Network
Janis Ransom
Foresters Financial Services, Inc

Accomplishments:

- Reviewed and circulated new online submission forms for Wilson and Tyler awards.
- Worked on the development of the employer panel which will take place on the Employer Day – Drew Butts from Enterprise has agreed to moderate the panel.
- Worked with Sarah Burrows to design questions for the Employer Survey.
- Contacted employers and career services professionals by email and phone to ascertain the areas of concern or new topics they would like covered by the panel.
- Working with Jesse Mason and Makesha to help Jesse develop a program to encourage employers to seek out college athletes for their internship program, in addition to working with Athletic Directors to ensure that the athletes are available and ready for the programs.

Vice President, Global Network
Ross Johnston
University of Waterloo

Committee(s):

Co-op Education Program Network
 Global Program Network

Accomplishments:

- Formalized New International Experience Award
- Contributed to new online process and rubric for CEIA Awards
- Contributed to questions & design of survey for CEIA employers
- Chaired VP Conference Call
- Attended CEIA Academy with colleagues from Canada
- Promoted CEIA within Co-operative Education & Work Integrated Learning Canada (CEWIL)
- Promoted CEIA to over 20 visiting delegations from New Zealand, Australia, Brazil, Asia & Europe

Vice President, Two Year Program Network
Jessy Jones
Sinclair Community College

Committee(s):

- Two-Year College Network Awards Committee (Chair)

Accomplishments:

- Collaborated with fellow Network VPs to revise the Awards process
- Reviewed 2018 Membership List to identify network members (108 total)
- Sent email communications to Two Year Network members to encourage Call for Proposal submissions, Awards nominations, and request volunteers for the Two-Year College Network Awards Committee
 - Sent separate email to members of last year's committee to determine if they want to be involved for the 2019 process
- Sent email communication to Two Year Network members to encourage additional award submissions and request additional reviewers
 - Received two nominations
 - Received responses from five volunteers to review packets

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

Committee(s):

Internship Awards Committee (Chair)
 Conference Development Committee

Accomplishments:

- Nomination letter for Atlantic Renewal Awards
- Reached out to 25 new possible exhibitors to the conference that provide software to high school internship/career programs
- Reached out to 26 exhibitors from competitor conference events
- Invited 33 new schools to be members
- Held 6 conference calls with members on 3 topics: helping staff grow when there are no promotions (repeat of last quarter), creating a badging system for experiential education, restructuring support group
- Submitted strategic plan for conference development to committee chair for proofing
- Held 5 conference calls to discuss high need areas
 - Creation of on-campus internships for tough-to-reach students (4 participants)
 - Using CEIA to train new staff for small offices and/or one-man-band offices (9 participants)
 - Writing legal briefs for employers on university policies (8 participants)
 - Maintaining quality internships while ramping up placement numbers (11 participants)
 - Growing your staff when promotions aren't an option (21 participants)
- Outreach to Colorado state high schools promoting High School day

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

Committee(s):

Awards Committee

Accomplishments:

- Hosted and participated in Regional VP conference calls
- Send member newsletters highlighting member accomplishment, encouraging conference proposals, and promoting upcoming events
- Outreached to lapsed members in Region 1
- Attended on-site and virtual Board meetings
- Award selection committee participation for the Peggy Jarvie, University of Waterloo, International Student Work Experience Award and The Charles F. Kettering Employer Award
- Participated in CEIA Business Plan development review
- Created three proposals CEIA Student Membership, CEIA Student Conference Attendance, and Professional Association Member list as a CEIA member resource tool and presented on Regional VP August 2018 monthly meeting; preparing to submit for consideration at April 2019 Board meeting
- Participated in Board survey and provided CEIA Academy testimonial
- Initiated collaboration with regional experiential education associations and groups
- Gathered data and fielded requests from new and potential CEIA members
- Chicago Conference proposal with employer was accepted; employer is now not able to attend the conference; working with CEIA Board developed a solution that the employer's presentation will be embedded into the presentation
- Chicago Conference proposal with two students from my internship team, was accepted; working on identifying funding for two students to present at the 2019 Chicago conference.

- After 2019 Chicago conference proposal submission period concluded, discussed with members and potential CEIA members about opportunities to submit a proposal in 2020. Offered opportunity to discuss within Region 1 meeting and during Chicago conference.
- Working with members to host Region 1 workshop information sessions.
- Experience Magazine article reviewer for upcoming issues.
- Engaged Region 1 members to be our monthly volunteer blogger and LinkedIn contributor

Vice President - Region 2, Mid-Atlantic

Lynne Hickle
Drexel University

Committee(s):

Conference Registration Committee
Research Award Review Committee

Accomplishments:

- Hosted VP Call; Recruited state reps
- Followed through with an inquiry sent to CEIA from an employer looking to start a co-op program
- Asked for the John Pryor data so we can add it to our website (member area only) to use as benchmarking tool.
- Sent out Employer Survey to 1694 Drexel employer contacts
- Sent out Fall newsletter
- Participation in Regional VP conference calls
- Reviewed research award submissions and shared evaluation criteria with chair
- Submitted award nominations on behalf of Drexel for student, employer and best practice international experience awards
- Encouraged Drexel team to submit conference proposals, 5-7 did so and were approved to present and attend conference.
- Submitted conference proposal (accepted/presenting)
- Connected Dave Caffo to several international agency partners for vendor participation at upcoming conference.
- Reached out to lapsed members to inquire about re-newing or sharing why not
- PA State Rep - Created slack channel
- Made a contribution to student fund
- Worked with 2 other Board Members to review Employer Survey Data and determine which pieces to highlight broadly on website
- Asked to co-present Employer Survey Data at 2019 Conference with 2 other Board Members

Vice President - Region 3, Southeast

Makesha Dockery
Georgia State University

Committee(s):

Nominations

Accomplishments:

- Proposed two regional initiatives including Regional Cooperative Education and Internship Awareness Month for October 2018 and Recruiter Spotlights with institutions and career services professionals.
- Collaborated with Employer Network Chair, Janis Ransom to support more recruiter engagement through recognition, branding and communication initiatives.
- Submitted Blog for August 20th to Dawn for Region III.
- Installed and filled the roles of (8) State Representative for Region III
- Ended 1st Regional Internship/Co-op Awareness Month for October 2018
 - Goal to reinstate this initiative for Fall 2019

Vice President - Region 4, Midwest

Kelly Harper

Cincinnati State Technical and Community College

Accomplishments:

- Hosted the Region 4 Meeting at annual conference
- Region 4 Newsletter and announcements
- Participated in CEIA VP Conference Calls
- Promoted CEIA via Social Media
- Developing a regional communication strategy and outreach efforts for membership

Vice President - Region 5, Southwest

Andrew Harper

St. Edward's College

Committee(s):

2018 Conference Program (chair)
Digital Marketing Committee
Nominations Committee

Accomplishments:

- Served as panelist Career Center Best Practices Panel @ 2018 Southwest Regional Conference
- Recruited 4 State/Regional Directors (3 in Texas; 1 in Arkansas)
- Revised/Configured Call-for Proposal Website & Submission Form
- Chaired eight-person program committee that reviewed nearly 100 proposals

Vice President - Region 6, Mountains/Plains

Sarah Muzzy

Wichita State University

Committee(s):

Ralph W. Tyler Awards Committee
Award and Student Research Grant

Accomplishments:

- Participated in 4 VP conference calls, hosted 1
- Wrote and distributed 5 newsletters for Region 6
- Outreach email campaigns to lapsed members January & February 2019
- Encouraged Region 6 members to attend conference and summer CEIA Academy
- Solicited proposals from Region 6 members for CEIA 2019 conference
- Encouraged nominations for new Region 6 Vice President
- Reached out to the membership regarding encouraging state representation
- Outreach during (employers/colleges) during KACE conference in November 2018

Vice President - Region 7, West
Zach Osborne
Menlo College / NOVA Southeastern University

Committee(s):
Professional Development Committee - CEIA Academy Subcommittee

Accomplishments:

- Sent monthly newsletters nearly every month
- Initiated relationship with California Internships & Work Experience Association including sponsorship of one of their events which led to promotion of CEIA at event as well as beginning of conversation about potential collaboration on San Diego 2020 conference
- Began initial conversation with two other CA-based career services-related professional associations re: possible collaboration on San Diego 2020 conference
- Fielded two requests for assistance from potential members leading to both requestors joining CEIA
- Assisted in development of revised curriculum for CEIA Academy

Editor, *Experience Magazine*
Michael Sharp
University of Cincinnati

Accomplishments:

- Published Issue 2
- Worked with editorial team to polish and finalize articles for issue 3, handed-off file to creative director with publication date scheduled for October.
- Transitioned from PDF-based publication to web-based publication.
- Connected with David Caffo to explore innovative revenue generation to support the magazine
- Continuing the process of recruiting co-authors/co-presenters for issue four
- Worked with editorial team finalize articles for issue 3. Published Issue 3:
<https://www.ceiainc.org/knowledge-zone/experience-magazine/>
- Transitioned from PDF-based publication to web-based publication. Published Issue 4 via new platform. Created feedback tool for new delivery platform:
https://www.surveymonkey.com/r/ExpMag_Next
- Continuing the process of recruiting co-authors/co-presenters for issue five
- Secured Research Spotlight interview with author Emilie Wapnick for issue 4. See her TED materials here: https://www.ted.com/speakers/emilie_wapnick
- Explored opportunities to utilize the Tapioca Radio Show to further the reach of Experience Magazine and CEIA. Available via below:
 - <https://tapiocaradioshow.blogspot.com>

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

Committee(s):

Janis Ransom, Foresters Financial
 Eric Hall, Endicott College
 Cheryl Arruda, Northeastern University
 Deb Barrick, Purdue University Fort Wayne

Accomplishments:

- Worked with **Molly Weller, Vice President of Internship Network and her student assistants** on a demographics study of the CEIA membership. The results of the study provided feedback used to edit the membership renewal and new member forms for collecting relevant data on member programs.
- Created a bookmarker template for each regional vice president to use with specific regional demographics of CEIA members which can be downloaded from the website and updated annually.
- Created an infographic to be utilized for membership recruitment.
- Developed a one-page mailer to accompany the membership postcard describing the benefits of CEIA membership.
- Promotion of new Membership levels and pricing for annual membership drive.
- Various phone calls with potential members regarding benefits of membership in CEIA.

David Caffo
Associate, External Relations & Development
Wilmington University

Committee(s):

External Relations
 Conference Committee
 Experience Magazine
 Website
 Site Selection

Accomplishments:

- Secured continued commitment from DELL for In-kind laptop sponsorship (12 laptops for conference)
- Secured \$1,000 Patron sponsorship (continued)
- Participated in 2019 conference planning committee activities and meetings
- Participated in site selection process for 2022 (contracted with HelmsBriscoe) N. East site locations have been narrowed down to three locations
- Website committee (consolidate the public and private facing sections of the CEIA website)
- Sent two communications for sponsorship/partnership and "GIVE" campaign to Handshake contacts: 7600 contacts/Employers
- Created and launched website pages for a new section of the CEIA Website "GIVE". These pages are a foundation for the fundraising goals of CEIA.
- "GIVE" campaign: completed email template for board approval to be sent to employer contacts

Conference Chair – 2019

Cara Doyle

North Carolina State University

Committee(s);

Programs: Andrew Harper, St. Edward's University (Chair)

Marketing & Communications: Dawn Koeltzow, Bradley University (Chair)

Development/Sponsorship: Chris Offield, Purple Briefcase (Chair)

Audio/Visual: Zach Osborne, NOVA Southeastern University

Registration: Penny Grob, La Salle University (Chair)

Local Arrangements: David Schwartz, Bradley University (Chair)

Graphic Design: Lisa Barlow, University of Cincinnati

2020 Conference Chair: Andrew Harper, St. Edward's University

Association Executive Director: Peggy Harrier , CEIA Executive Director

Accomplishments:

- Programs committee charges - call for proposals nearly 100 submissions, firmed up program
- Acquired 2019 keynote & plenary speakers
- Conference budget, website, agenda
- Food and beverage, receptions and pre-awards entertainment
- Digital committee charges - social media, digital lounge, newsletter, Guidebook
- Local arrangements charges - entertainment, planned activities, employer visits, dinner reservations
- Conference Development & Sponsorship charges - outreach efforts to past and new vendors/exhibitors, in-kind donations, etc.
- Planned HS Day and Employer Day
- Registration committee charges - weekly reports, overseeing registration process

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
 - 2011 University of Detroit Mercy
 - 2012 Georgia Institute of Technology
 - 2012 Rochester Institute of Technology
 - 2014 University of Akron
 - 2019 Drexel University
 - 2019 Kettering University