



ANNUAL REPORT

2021-2022



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Board of Directors

David Caffo	President	Wilmington University
Ross Johnston	Executive Vice President/ President-Elect	University of Waterloo
Dawn Koeltzow	Immediate Past President	Illinois Central College
Dan Cayse	Vice President, Finance and Development/Treasurer	Retired, Cincinnati State Technical and Community College
Tracey Dowling Lord	Vice President Professional Development	Florida State University
Rich Robles	Vice President Marketing and Communications	University of Cincinnati
Sarah Burrows	Vice President Research and Surveys	Suffolk University
Lynne Hickie	Vice President, Cooperative Education Program Network	Drexel University
Ralph Brigham	Vice President Employer Program Network	Southwestern Advantage
Kelly Harper	Vice President, Two-Year College Program Network	Cincinnati State Technical & Community College
Molly Thompson	Vice President Internship Program Network	University of Colorado, Boulder
Domenica De Bilio	Vice President Global Network/Region 8	University of Waterloo
Kate Darcy Hohenthal	Vice President Region 1 - Northeast	University of Hartford
Kristen Gallo	Vice President Region 2 - Mid-Atlantic	Temple University
Makesha Dockery	Vice President Region 3 – Southeast	Georgia State University
Rich Robles	Vice President Region 4 – Midwest	University of Cincinnati
Andrew Harper	Vice President Region 5 - Southwest	Kingsley Surveys, Grace Hill
Meghan Stidd	Vice President Region 6 – Mountain/Plains	University of Colorado, Colorado Springs

Vacant Vice President
Sound Region 7 – West

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
Penelope Grob	Associate, External Relations & Development	La Salle University
Scott Maynard	2022 Conference Chair	St. Johns County FL Chamber of Commerce
Elery Rojas	2023 Conference Chair	WIX.com
Tracey Dowling Lord	2024 Conference Chair	Florida State University

Awards: Dawn Koeltzow, Chair

Committee Members: Sarah Burrows, Molly Thompson, Tracey Dowling Lord, Kelly Harper, Dominica De Bilio, Ross Johnston, Ralph Brigham.

2022 CEIA Award Recipients

<u>Chair</u>	<u>Award</u>
Dawn Koeltzow	Dean Herman Schneider Award (Educator) <i>Patty Bazrod, Georgia Institute of Technology (Retired)</i>
Ralph Brigham	Charles Kettering Award (Employer) <i>Kevin Jones, Florida Department of Transportation</i>
Lynne Hickle	Cooperative Education Student Achievement Award <i>Gwyneth Yetter, Penn State U.</i>
Domenica De Bilio	Peggy Jarvie, University of Waterloo International Experience Award <i>Lydia Mollerup, University of Arkansas</i>
Molly Thompson	Internship Student Achievement Award <i>Oluwatuminiu Adeeko, Youngstown State University</i>
Kelly Harper	Two-Year Program Student Achievement Award <i>Tomas Sagartz, College of Lake County</i>
Sarah Burrows	Ralph W. Tyler Award (Distinguished Research & Publication) <i>Carl Ehrett, Clemson University</i> <i>Troy Nunamaker, Clemson University</i> <i>Hudson Smith, Clemson University</i>
Ross Johnston	Best Practices Award (Innovative program solutions) <i>New College of Florida</i>

President

David Caffo, Ed.D.
Wilmington University

Committee(s):

- Executive Committee (Chair)
 - Dawn Koeltzow, Immediate Past President
 - Ross Johnston, Executive VP/President-Elect
 - Dan Cayse, VP Finance & Development/Treasurer
 - Peggy Harrier, Executive Director
- Target Market Group Committee
- Member Forum Committee
- Grants Committee

Accomplishments:

- Coordinated and facilitated 2021-2022 Board Meetings (April, July, September, January, April).
- Led regular communications and monthly meetings for the CEIA Executive Board to handle business matters, make strategic decisions, and create overall plans for the Association.
- Conducted new CEIA Board Member orientation and reviewed BOD structure and responsibilities with full board.
- Created Ad-Hoc Committees.
- Created New Organizational Strategic Initiatives aligned to Business Plan
- Updated the CEIA Business Plan to reflect strategic changes.
- Updated Board By-Laws and Handbook.
- Participated in Experience Magazine Podcast.
- Participated in CEIA webinars and assisted when needed.
- Coordinated regular communications to CEIA Board Members.

Executive Vice President/President-Elect

Ross Johnston
University of Waterloo

Committee(s):

- Executive Committee
- Regional VP Committee (Chair)
 - All Regional VPs
- Audit Committee (Chair)
 - Dan Cayse, VP Finance & Development/Treasurer
 - Tracey Dowling Lord, VP Professional Development
 - Penelope Grob, Associate External Relations & Development
- Quality Outcomes Committee (Chair)
 - Sarah Burrows, VP Research & Surveys
 - Lynne Hickle, VP Co-operative Education Program Network
 - Cindy Damschroder, University of Cincinnati
 - Beth Settje, University of Connecticut
 - Scott Davis, University of Waterloo
- Best Practices Awards Committee (Chair)
 - Sarah Burrows, VP Research & Surveys
 - Lynne Hickle, VP Co-operative Education Program Network
 - Cindy Damschroder, University of Cincinnati
 - Scott Davis, University of Waterloo
- Experience Magazine Committee - Content Expert for International Experience
- Conference Lead Chairs Committee

Accomplishments:

- Participated in monthly meetings for conference planning and Executive Committee.
- Coordinated and facilitated 2021-2022 Regional Vice President Meetings (July, September, November, February).
- Completed audit review of CEIA with VP Finance & Development and audit committee members
- Chaired the Quality Outcomes Think Tank committee and launched Quality Outcomes Resource Hub in the member area of the CEIA website and hosted a Members Forum in October to help promote the new Quality Outcomes Resource Hub.
- Chaired the CEIA Best Practices Award committee and hosted an online Members Forum in February to showcase the award nominees and their work dedicated to quality outcomes.
- Created Ad-Hoc Committee – Diversity, Equity & Inclusion.
- Participated in Experience Magazine Podcast.
- Participated in CEIA webinars.
- Met with CEIA Past Presidents to attain advice on becoming President-Elect.
- Met individually with each existing board member and each new board member to attain their input and advice for my upcoming year as President of CEIA.
- Collected Board member annual reports and reviewed the CEIA Annual Report.

Immediate Past President

Dawn Koeltzow

Illinois Central College

Committee(s):

- Nominations Committee (Chair)
 - Kelly Harper, VP Two-Year College Program Network
 - Kate Darcy Hohenthal, VP Region 1
 - Meghan Stidd, VP Region 6
 - Rich Robles, VP Marketing & Communications, VP Region 8
- Awards Committee (Chair)
 - Ralph Brigham, VP Employer Program Network
 - Lynne Hickie, VP Co-operative Education Program Network
 - Domenica De Bilio, VP Global Network/Region 8
 - Molly Thompson, VP Internship Program Network
 - Kelly Harper, VP Two-Year College Program Network
 - Sarah Burrows, VP Research & Surveys
 - Ross Johnston, Executive VP/President-Elect
- Dean Herman Schneider Committee (Chair)
 - Kelly Harper, VP Two-Year College Program Network
 - Veronica Porter, Northeastern University
- Employer Network Exchange (Chair)
- Executive Committee

Accomplishments:

- Virtual Academy presenter (June 2020)
- Participated in Executive Committee meetings
- Oversaw the Nominations & Elections Committee and provided onboarding materials to candidates
- Communicated with Chairs of the Awards Committees and shared best practices
- Reviewed application materials with committee members and selected the recipient of the Dean Herman Schneider Award
- Coordinated a large committee to implement the CEIA Employer Network Exchange

Vice President, Finance and Development

Dan Cayse, CPA

Retired, Cincinnati State Technical and Community College

Committee(s):

- Executive Committee
- Target Market Group Committee
- Audit Committee

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 2021 Audit Committee.
- Worked with the conference chair and executive director on the financial management of the 2021 Annual Conference which was cancelled and offered virtually.
- 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.
- Completed the registration with the State of Texas as a Non-Profit Business Entity.
- In the role of treasurer, maintained detailed records and managed the finances of CEIA working closely with the executive director and the executive committee of the board.
- Secured the Event Cancellation Insurance Policy for the 2021 CEIA Annual Conference and renewed the liability insurance for the association and board.
- Prepared the final consolidated summary financial report for the fiscal year ended, May 31, 2021, that is included in this Annual Report.
- Worked with the president and board on the continued implementation of the business plan.
- Prepared an updated progress report of the Milestones to Vision that are an integral part of the Business Plan.
- Worked with Morgan Stanley our portfolio manager to oversee the investment of surplus funds of the association.
- As prescribed in the business plan, developed and presented to the board a new financial report disclosing cost to revenue ratios. This will continue to be presented annually.
- Along with the President, reviewed and signed contracts and agreements on behalf of CEIA.
- Established restricted bank accounts for the DEI Fund and the KTE Grant.
- Working with the legal counsel retained by the association, secured the trademark for Experience Magazine.

See next page for Income Statement and Balance Sheet.

COOPERATIVE EDUCATION & INTERNSHIP ASSOCIATION, INC.
INCOME STATEMENT (CASH BASIS)
FOR THE YEAR ENDED, MAY 31, 2021

INCOME

MEMBERSHIP	\$ 98,230
PROGRAM SERVICES	108,590
DONATIONS	9,448
GRANTS	8,598
OTHER INCOME	<u>1,927</u>
TOTAL INCOME	<u>\$ 226,793</u>

EXPENSE

ADMINISTRATION	\$ 94,890
PROGRAM SERVICES	15,256
BOARD TRAVEL & MEETINGS	36
PROGRAMS & PROJECTS	<u>3,064</u>
TOTAL EXPENSE	<u>\$ 113,246</u>
EXCESS EXPENSE OVER REVENUES	<u>\$ 113,547</u>

COOPERATIVE EDUCATION & INTERNSHIP ASSOCIATION, INC.
BALANCE SHEET (CASH BASIS)
MAY 31, 2021

ASSETS

CURRENT ASSETS:

CASH	\$ 357,571
MARKETABLE SECURITIES (Lower of Cost/Market)	66,591
ACCOUNTS RECEIVABLE	0
PREPAID EXPENSES	<u>58,000</u>
TOTAL CURRENT ASSETS	<u>\$ 482,162</u>

FIXED ASSETS:

EQUIPMENT	\$ 4,551
LESS: ACCUMULATED DEPRECIATION	<u>3,792</u>
TOTAL FIXED ASSETS	<u>\$ 759</u>

INTAGABLE ASSETS:

TRADEMARK	<u>\$ 1,600</u>
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TOTAL ASSETS	<u>\$ 484,521</u>
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LIABILITIES & EQUITY

LIABILITIES:

DEFERRED INCOME	\$ 0
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EQUITY:

RETAINED EARNINGS, MAY 31, 2020	\$ 370,974
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PRIOR PERIOD ADJUSTMENT	<u>0</u>
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ADJUSTED RETAINED EARNINGS	\$ 370,974
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EXCESS INCOME OVER EXPENSE	
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RETAINED EARNINGS, MAY 31, 2021	<u>\$ 113,547</u>
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TOTAL LIABILITIES & EQUITY	<u>\$ 484,521</u>
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Executive Director

Peggy Harrier

Retired, Cincinnati State Technical and Community College

CEIA Membership Report (January 1, 2022)

2022 Total new/renewed: 321 (268 paid + 53 lifetime members)

2022 Pending: 348 (341 renewal/ 4 new)

***New in last 30 days: 24 (73 new member specials)**

Total 2021 members: 662	
Total 2020 members: 734	Total 2013 members: 649
Total 2019 members: 776	Total 2012 members: 611
Total 2018 members: 739	Total 2011 members: 641
Total 2017 members: 674	Total 2010 members: 668
Total 2016 members: 694	Total 2009 members: 629
Total 2015 members: 675	Total 2008 members: 760
Total 2014 members: 701	Total 2007 members: 729

Regional breakdown of 2021 members:

	<u>Total</u>	<u>Lifetime</u>
Region 1:	105	8
Region 2:	65	7
Region 3:	131	10
Region 4:	117	11
Region 5:	50	4
Region 6:	47	6
Region 7:	50	4
Region 8:	44	3
Sub Totals:	609	53
Total:	662	

Vice President, Professional Development

Tracey Dowling Lord
Florida State University

Committee(s):

- CEIA Professional Development Committee (Chair)
 - Andrea Davis, Bowie State University
 - Chinyen Chuo, University of Central Florida
 - Daniel Stevens, Eastern Carolina University
 - Erin Mullen, University of South Carolina
 - Kathy Krause, DeSales University
 - Kimberly Demko, University of Cincinnati
 - Marie Wilson, Endicott College
 - Michael Keibler, Wayne State College
 - Priyanka Bishnoi, Northeastern University
- Audit Committee
- Target Market Group Committee

Accomplishments:

- Webinars:
 - 03/15/2022 – Leveraging Professional Conferences
 - 11/10/2021 – Submitting Conference Presentations: Success Tips & Tricks
 - 09/28/2021 – What WIL Recruiters Want You to Know About Coming to Campus
 - 07/28/2021 – DACUM
 - 05/19/2021 – Emerging Models in Career Education
- CEIA Academies:
 - Preconference speaker slate set, registrations coming in!
 - Vail
 - 2022 speaker slate set, registrations coming in!
 - 2021 Virtually in Vail held
 - Professional Development Committee is working on a proposal for “CEIA Academy on the Road”
- “Share Your Expertise” Initiative
 - a la NACE’s “get involved” submission form – <https://www.naceweb.org/about-us/get-involved/>
 - A big focus of the Professional Development Committee as we need a way to recognize the current and emerging leaders in our field that our members of our organization that can be tapped for webinars, speaking engagements at the academies, Experience Magazine Podcasts, etc.
 - Draft can be found on a “hidden” page at <https://www.ceiainc.org/contact-us/get-involved/>
- Served on the Why CEIA Forum

Vice President Marketing and Communications

Rich Robles
University of Cincinnati

Committee(s):

- Marketing & Communications Committee (Chair)
 - Liz Herrera, University of Illinois at Chicago
 - Tina Mello, Northeastern University
 - Julie Hutt, University of South Carolina
 - Sonya Lawyer, Stevenson University

Accomplishments:

- Conducted social media campaign for CEIA Month in October and Experience Magazine
- Converted YouTube, Twitter and Instagram/Facebook accounts to marketing@ceiainc.org and marketing.ceiainc@gmail.com
- Introduced social media toolkit Buffer to schedule posts to Twitter and Instagram
- Served as point of contact for all marketing and communications for the Annual Conference and Experience Magazine
- Coordinated all association email distributions regarding events, administration, programming, and recognition

Vice President, Research and Surveys

Sarah Burrows
Suffolk University

Committee(s):

- Research & Surveys Committee (Chair)
 - Meghan Stidd, VP Region 6
 - Smajl (Smile) Cengic, Northeastern University
 - Sandi Brabb, University of Washington
 - Lynne Hickle, VP Co-operative Education Program Network
 - Kristen Gallo, VP Region 2
- Quality Outcomes Committee

Accomplishments:

- Submitted 2 articles that I reviewed as a content expert to Experience
- Planned member forum for 2.18.22 – Nominees for best Practices Award – with Ross Johnston, University of Waterloo and Cindy Damschroder, University of Cincinnati
- Communicated with winners of Tyler Award and received bios, headshots
- Plan to summarize survey results from benchmarking survey in early March

Vice President, Cooperative Education Network

Lynne Hickle
Drexel University

Committee(s):

- Cooperative Education Student Achievement of the Year Award Selection Committee (Chair)
 - Natalie Weston, University of South Alabama
 - Beth Settje, University of Connecticut
 - Elisa DeFord, Texas State University
 - Erin Mullen, University of South Carolina
 - Katy Arenschield, Ohio State University
 - Lynn Burke, Northeastern University
- Quality Outcomes Committee
- Target Market Group Committee – Employer
- Research Award Committee
- Best Practices Award Committee

Accomplishments:

- Worked with committee to get the Quality Outcomes website up and running
- Invited employers to Fall Info Sessions
- Co-op Award committee, Chair
- Review research award submissions and share feedback about nominees with VP of Research
- Review best practices award submissions shared feedback about nominees with President Elect

Vice President, Employer Program Network

Ralph Brigham

Southwestern Advantage

Committee(s):

- Target Market Group Committee – Employer (Chair)
- Charles Kettering Award Selection Committee (Chair)
 - Megan Boone, Morehead State University
 - Sarah Raymond, Montana Technological University
 - Allison Goossens, North Dakota State University
- Member Forum Committee

Accomplishments:

- Panelist for the “Why CEIA?” Member Forum, Oct. 27, 2021
- Participated in the Employer Network Exchange on Nov. 4, 2021
- Sponsor of the President’s Reception at the annual conference in Alexandria, VA
- Speaker, CEIA Academy: Mid-Career Professionals at annual conference in Alexandria, VA
- Nominated the following for the Experience Magazine podcast:
 - Manny Contomanolis, Director of Career Services, Harvard University and NACE Past President
 - Dustin Hillis, CEO, Southwestern Family of Companies
 - Tim Luzader, Director, Center for Career Opportunities, Purdue University and NACE Past President
- Brian Anderson, President, Pi Sigma Epsilon (professional sales and marketing fraternity) and Senior Marketing Representative, Federated Insurance
- Sam Ratcliffe, Director of Career Services (retired), Virginia Military Institute and Work-based Specialist with the State Council of Higher Education for Virginia, also NACE Past President

Vice President, Global Network & Region 8 (International)

Domenica De Bilio

University of Waterloo

Committee(s):

- Global Program Network (Chair)
- Target Market Group
- Grants Committee – DEI Employer Training
- Peggy Jarvie, University of Waterloo, International Student Experience Award, Selection Committee (Chair)
 - Anne Freemark, University of Waterloo
 - Kimberley Dart, University of Calgary
 - Kate Darcy Hohenthal, VP Region 1
 - Molly Thompson, VP Internship Program Network

Accomplishments:

- Presented at CEIA 2021 Annual Conference – Navigating Change and Promoting Adaptability, April 2021
- CEIA Region 8 membership outreach email and met with the members for our first Meet/Greet, June 2021
- Attended CEIA Vail Conference Webinar Series, June 2021
- Attained new membership, all 8 Regional Managers from Employment Relations at the University of Waterloo have all become new members in 2021. Membership continues to increase during a difficult year with 44 registered members, up from 35 in June 2021.
- Updated Region 8 webpage for Spring and Fall 2021
- Created a Co-op & Internship Project spotlighting one country per term that is linked internationally

to the Co-op & Work Integrated Learning community. This project commenced in Fall 2021 with this first article featuring Canada/UK/Germany. This is an opportunity to spotlight countries and students and to bring traffic to this webpage and the CEIA webpage.

- Selected Lydia Mollerup from the University of Arkansas as the winner for the Peggy Jarvie International Student Experience Award.
- Attended CEIA Fall Conference, October 2021
- Attended regular VP Regional meetings representing Region 8

Vice President, Two-Year Program Network

Kelly Harper

Cincinnati State Technical & Community College

Committee(s):

- Two-Year Program Student Achievement Award Selection Committee (Chair)
 - Kathryn Naughton, Austin Community College
 - Marie Harrell, Moraine Valley Community College
 - Kelli Morris, Calhoun Community College
 - Lisa Phillips, Macomb Community College

Accomplishments:

- Continued to update outreach excel file which includes individuals in our profession not affiliated with CEIA focused around membership outreach
- Periodic outreach emails to our two-year network to help connect, hear pain points, and brainstorm ideas for the needs of the association and worked on cleaning up the CEIA database related to individuals no long with their schools
- Recruited and worked with committee to review the nominations for the CEIA Two Year Award.

Vice President, Internship Program Network

Molly Thompson

University of Colorado Boulder

Committee(s):

- Internship Award Selection Committee (Chair)
 - Brianna Hobbs, University of Texas at Dallas
 - Shannon Krantz, Synovus
 - Tammy Hassan, University of Colorado Denver
- Grants Committee (Chair)

Accomplishments:

- Launched the grant committee
- Wrote and submitted one grant, which was not funded but gave us a good foundation for the next one
- Identified 4 grants to approach for 2022 and outlined content to submit with the committee
- Led a small committee to look at the current board structure and make suggestions for change – report submitted to the board for discussion at the upcoming meeting
- Engaged new committee members on award committee
- Nominated two new people for roles on the board
- Facilitated the choice of the internship award winner

Vice President - Region 1, Northeast

Kate Darcy Hohenthal, Ed.D.
University of Hartford

Committee(s):

- Peggy Jarvie, University of Waterloo – International Student Experience Awards Committee
- Nominations Committee
- Regional Vice Presidents and Virtual Career Fairs Committee

Accomplishments:

- Hosted and participated in Regional VP conference calls
- Attended virtual Board meetings
- Completed membership regional plan including membership drive for Region & outreach to lapsed members
- Conference proposal supporting membership and empowering Regional VPs
- State Representative memberships
- Employer Engagement draft proposal created
- CEIA Student Membership draft proposal created

Vice President - Region 2, Mid-Atlantic

Kristen Gallo
Temple University

Committee(s):

- Region 2, Volunteer Committee (Chair)
- Research & Surveys Committee

Accomplishments:

- Wrote and submitted article to Experience Magazine to be published this spring
- Working with Michael Sharp to schedule podcast interview to highlight region 2
- Email communication with Region 2 members, including individual follow up with members looking for guidance on topics of planning for conference proposals or program development
- Initial conversations with other successful regional professional associations to learn about engagement and practices with membership
- Joined Research Committee

Vice President - Region 3, Southeast

Makesha Dockery
Georgia State University

Committee(s):

- Region III, Volunteer Committee (Chair)
- Target Market -Global Universities and Institutions
- CEIA Academy, Annual Conference 2021 Preconference Workshop
- Election & Nominations Committee
- Grants Committee

Accomplishments:

- Led Region III as 2nd largest membership base in the Association and contributed to Board Meetings
- Co-led with Kate Darcy Hohenthal-NE/SE Virtual Career Fair promoted to members in the SE Region
- Reviewed Candidate Slate for the nomination of 8 Leadership roles across the organization
- Met with Regional Committee members for semester goals and initiatives for Spring 2021
- Developed ideas & co-facilitated for CEIA Academy pre-conference sessions: Managing You

Workshop

- Participated in the Global Universities and Institutions – task force meetings, review updates
- Reviewed potential grant opportunities to propose for additional revenue streams for CEIA
- Met with Regional VP's during Update Meetings to discuss State of the Regions and best practices
- Finalized 7 Regional Committee members for Fall 2020 to return in Spring 2021
- Contributed to and promoted CEIA Month- among membership channels in Region III
- Sent Email Outreach to Previous Regional Committee Members (8 Individuals)
- Outreach to Region III Membership, State Representation Vacancies (8)
- Recruited New Region III Volunteer Committee Members (3 currently; 1 Returned)-Fall2021
- Organize and Brainstorm (Regional Roundtables to engage membership
- Attended Regional Vice President meetings, board meetings and annual conferences
- Connected with Region III members from Volunteer Interest Form at Annual Conference 2021
- Recruited two new Region 3, volunteer committee members for Spring 2022
- Updated CEIA Region III website to offer greetings to membership for Spring 2022
- Prepared to roll off as Region III, Vice President, CEIA and extended interest as VP, Internship Network listed on the ballot for 2022-2023 Elections

Vice President - Region 4, Midwest

Rich Robles

University of Cincinnati

Committee(s):

- Region 4 Volunteer Committee (Chair)
- Nominations Committee

Accomplishments:

- Served on the Nominations Committee
- Convened fall virtual meeting with state reps
- Updated Region web page

Vice President - Region 5, Southwest

Andrew Harper

Grace Hill – Kingsley Surveys

Committee(s):

- Diversity & Inclusion Committee (Chair)
 - Desire Easter, Drexel University
 - Juan Armijo, Texas Woman's University
 - Tiffany Johnson, Arkansas State University
 - Victoria Jones, La Salle University
- Marketing & Communications Committee

Accomplishments:

- Attended virtual TxCEIA conference sponsored by InternBridge
- Benchmarked diversity, equity and inclusion best practices
- Compiled and shared results of 2021 CEIA Diversity & Inclusion Survey with VP of Research and Surveys to the CEIA Board of Directors
- Recruited members to serve on Diversity & Inclusion Committee
- Served as a panelist for November Webinar: Submitting Conference Presentations: Success Tips & Tricks

Vice President - Region 6, Mountains/Plains

Meghan Stidd

University of Colorado, Colorado Springs

Committee(s):

- Research Committee
- Global Engagement Committee

Accomplishments:

- Recruited two new members for the Region VI Committee.
- Conducted two virtual meetings for regional members. The meetings we well received. Members enjoyed connecting with each other.
- Held a workshop to help Region VI members prepare conference presentations for Alexandria in 2022. We only had three members engage in the workshop, but the information and attention was greatly appreciated.
- Evaluated awards for the Research Committee.
- Developed a survey for Region 6 to determine what programs and offerings members would like to see from our the regional committee.
- Assisted with the recruitment of employers for the Employer Network Exchange. Invited four employers to participate.

Vice President - Region 7, West

Vacant

Editor, *Experience Magazine*

Michael Sharp

University of Cincinnati

Committee(s):

- Experience Magazine Committee (Chair & content expert for service learning & non-profit, Experience podcast)
 - Heather Nester (University of Cincinnati) – Content Director
 - Rich Robles (University of Cincinnati) – Marketing Director
 - Lisa Barlow (University of Cincinnati) – Creative Director
 - Brianna Brailey (University of Cincinnati) – Web Design Manager
 - Ross Johnston (University of Waterloo) – Content Expert for International Experience
 - Andrew Harper (Texas Higher Educational Coordinating Board) – Content Expert for Equity and Inclusion
 - Ralph Brigham (Southwestern Advantage) – Content Expert for Educational/Employer Partner
 - Kyle Roark (Florida State University) – Content Expert for Student Experience
 - Sarah Burrows (Suffolk University) – Content Expert for Career Education + Experiential Learning

Accomplishments:

- Working with EM Leadership Team and Content Expert roster to continually build-out platform (<https://experiencemag.org>).
- “As we seek to create a more accessible community, we believe that creating a flatter hierarchy, with the opportunity for more community members to take leadership roles, will encourage growth.” Current updates to the roster are indicated by broadened Experience Magazine Committee.
- Continue to integrate the “Tapioca Radio Show” into Experience Magazine | Practice + Theory + Podcast and have recorded new episodes of the Experience Magazine Podcast <https://experiencemag.org/category/podcast/>.

- Barlow and Brailey are continuing to format and publish new content pieces, which are to be feathered out over the course of the academic year. (Barlow and Brailey will be, in the future, working to incorporate all published materials to the new platform as well, but these will be feathered out to keep costs low and per the direction of CEIA.)
- Continuing the recruiting of content creators: <https://experiencemag.org/submit-to-experience-magazine/>

Associate, Member Development & Retention

Patricia Bazrod

Retired, Georgia Institute of Technology

Committee(s):

- Target Markets Committee (Chair) – Subcommittees:
 - National Colleges & Universities
 - High Schools and Two-Year Colleges
 - Employer
 - Global Outreach
- Employer Outreach Committee
- New Member Recognition Committee

Accomplishments:

- Continued Assisted with Development of New Member Forums
- Chaired-Member Forum subcommittee
- Lead development and launch of employer forum web series
- Phil Gardner-Member Forum speaker March 2022
- Monthly conference calls with Target Market subcommittees
- Assisted in board training for Target Market subcommittees
- Support Professional Development -membership development activities
- Participated in regional VP conference calls
- Assisted with Conference Committee-registration, employer forum

Associate, External Relations & Development

Penelope Grob

La Salle University

Committee(s):

- External Relations (Chair)
- Conference Committee
- Audit Committee

Accomplishments:

- With the support of Scott Maynard, 2022 Conference Chair, the following Sponsors and Exhibitors were attained:

Sponsors

- CareerShift, LLC
- Disney Internships & Programs
- Enterprise Holdings
- Southwestern Advantage
- Symplicity Corporation
- The Washington Intern Housing Network

Exhibitors

- Absolute internship
- Internhousing.com
- Interstride

- Washington Internship Institute
- +(all sponsors above)

Conference Chair – 2022

Scott Maynard

St. Johns County Chamber of Commerce

Committee(s):

- Conference Committee (Chair)
 - Ross Johnston, University of Waterloo – Exec. Liaison
 - Charlie Wilder, Auburn University – Programs Co-Chair
 - Li Pon, Florida State University - Programs Co-Chair
 - Rich Robles, University of Cincinnati – Marketing & Communications
 - Penny Grob, La Salle University – Sponsorship & Exhibitors
 - Lisette Guillen-Dolby, Seminole State University – Registration
 - Candice Phillips, University of Alabama Huntsville – Registration
 - Elery Rojas, WIX – Local Arrangements
 - Lisa Barlow, University of Cincinnati – Graphic Design
 - Peggy Harrier, CEIA Executive Director – CEIA Administration

Accomplishments:

- Planned and organized first in-person conference in three years in Alexandria, Virginia
- Planned post-conference virtual component for access to all sessions
- Secured former Congressman Gregg Harper, founder of the Congressional Internship Program for Students with Intellectual Disabilities as Keynote speaker.
- Secured Sara Mahoney, Deputy Division Chief for Recruitment at the U.S. Department of State as the Plenary Speaker. (Thanks Ronnie Porter)
- Programs Committee reviewed and approved a total of 42 proposals for presentation.

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.
- John 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.
- Herman Schneider – “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.
- Structured method of combining academic education and practical work experience.
- **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.
- Originally alternating work and school weekly.
- 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
- University of Detroit Mercy – 1911
- Georgia Institute of Technology – 1912
- Rochester Institute of Technology – 1912
- University of Akron – 1914
- University of Cincinnati – Nursing – 1915
- General Motors Institute (1919), was the first 100% mandatory co-op program that was owned and operated by a corporation, championed by Charles F. Kettering. (now named Kettering University).
- 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 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 completion of other academic assignments depending on each program's 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. (Now named the CEIA Academy).
- Several co-op and internship programs moved into Career Services as some administrators perceived this to be beneficial for operational efficiency and budget management, even though co-op and internships are academic programs and are typically options or mandatory in institutional curricula.
- 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

