

CEIA



ANNUAL REPORT 2022 - 2023



CEIAINC.ORG

Board of Directors

Ross Johnston	President	University of Waterloo
Molly Thompson	Executive Vice President/ President-Elect	University of Colorado, Boulder
David Caffo	Immediate Past President	Wilmington University
Dan Cayse	Vice President, Finance and Treasurer	Retired, Cincinnati State Technical and Community College
Tracey Dowling	Vice President Professional Development	Florida State University
Rich Robles	Vice President Marketing and Communications	University of Cincinnati
Cherie Lynch	Vice President Research and Surveys	Endicott College
Scott Maynard	Vice President Employer Program Network	St. John's County FL Chamber of Commerce
Kelly Harper	Vice President, Two-Year College Program Network	Cincinnati State Technical & Community College
Mark Isenburg	Vice President Internship Program Network	University of Denver
Domenica De Bilio	Vice President Global Network/Region 8	University of Waterloo
Vanecia Harrison-Sanders	Vice President Region 1 - Northeast	Northeastern University
Kristen Gallo	Vice President Region 2 - Mid-Atlantic	Temple University
Elery Rojas	Vice President Region 3 – Southeast	Wix.com
Rich Robles	Vice President Region 4 – Midwest	University of Cincinnati
Celeste Lindell	Vice President Region 5 - Southwest	Texas Christian University
Meghan Stidd	Vice President Region 6 – Mountain/Plains	University of Colorado, Colorado Springs
Ralph Brigham	Vice President Sound Region 7 – West	Southwestern Advantage
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

Andrew Harper	Associate, Diversity, Equity & Inclusion Initiatives	KingsleySurveys - Grace Hill
Elery Rojas	2023 Conference Chair	WIX.com
Tracey Dowling	2024 Conference Chair	Florida State University

Awards: David Caffo, Chair

Committee Members: Scott Maynard, Cherie Lynch, Sarah Burrows, Mark Isenburg, Dominica De Bilio, Kelly Harper, Molly Thompson

2023 CEIA Award Recipients

Chair	Award
David Caffo	Dean Herman Schneider Award (Educator) Scott Maynard, St. John's County Chamber
Scott Maynard	The Charles F. Kettering Award Danis Construction/ Daniel Vornhagen
Cherie Lynch	The Ralph W. Tyler Award The Work-Learn Institute at the University of Waterloo
Cherie Lynch	The James Wilson Award Michael Sharp, University of Cincinnati
Sarah Burrows	Co-op Student Achievement Award Margaret L. Breitenstein University of Cincinnati
Mark Isenburg	Internship Student Achievement Award Brian Cavin/Univ of Central Arkansas
Dominica De Bilio	Peggy Jarvie International Experience Student Award Vladimir Miskovic - University of Cincinnati
Kelly Harper	Two-Year Student Achievement Award Olivia Allen - Cincinnati State Technical and Community College
Molly Thompson	Best Practice Award Domenican University - Jamie Shaw

President

Ross Johnston
University of Waterloo

Committees:

- Executive Committee (Chair)
- Conference Committee
- Quality Outcomes Think Tank
- CEIA Community of Practice on Apprenticeships

Accomplishments:

- Co-ordinated and facilitated 2022-2023 Board Meetings.
- Led monthly communications and monthly meetings for the CEIA Executive Board to handle business matters, make strategic decisions, and create overall plans for the Association.
- CEIA Business Plan Renewal.
- Board structure changes.
- Created a board position for an Associate, Diversity, Equity & Inclusion to focus on DEI initiatives.
- Attained budget to support the development of a database on data related to Co-op, Internship and work integrated learning programs across the US.
- Conducted new CEIA Board Member orientation.
- Attended World Association for Co-operative Education (WACE) meetings on behalf of CEIA.
- Helped to host and presented at CEIA's Academy in Vail, Colorado
- Introduced Brainstorm Strategy Group to CEIA and opening up their Employer Exchange Events to CEIA members.
- Led CEIA month initiatives and initial plans to celebrate CEIA's 60th anniversary.
- Began to form a community of practice on apprenticeships, setting up a webinar for members & a conference panel discussion.
- Chaired Quality Outcomes Think Tank to review nominations for CEIA Best Practices Award.
- Participated in Experience Magazine Podcast.
- Participated in CEIA webinars and assisted when needed.
- Coordinated regular communications to CEIA Board Members and held 1:1 meetings throughout the year.
- Met monthly with CEIA President-Elect to enable a smooth transition into the President role.

President-Elect / Executive Vice President

Molly Thompson

University of Colorado Boulder

Committees:

- Executive Committee
- Audit Committee (Chair)
- Grant Committee (Chair)
- Best Practices Award (Chair)
- Quality Outcomes Think Tank

Accomplishments:

- Lead monthly meetings with RVPs to address issues and support planning for board restructure.
- Convened, managed, and then put on hold the grants committee.
- Outlined new DEIJ-centered training series with help from grants committee members.
- Led audit of annual budget and expenditures to ensure fiscal compliance.
- Created new quarterly welcome meetings for new members.
- Presented at CEIA's Academy in Vail, Colorado
- Met with almost all new members from the academy to talk about their own career growth and about engaging in committees with us.
- Participate in the growing community of practice on apprenticeships, setting up a webinar for members & a conference panel discussion.
- Participated in the Quality Outcomes Think Tank to review nominations for CEIA Best Practices Award and to transition to chair role for coming year.
- Invited 75 active CU Boulder employers to join CEIA as members.
- Participated in CEIA webinars and assisted when needed.
- Updated Bylaws after the board restructure.
- Hired student staff to create Infographics to be used by the board for recruiting and engagement opportunities.
- Coordinated regular communications to RVPs and held individual meetings throughout the year.
- Met monthly with CEIA President to enable a smooth transition into the President role.

Immediate Past President

David Caffo

Wilmington University

Committees:

- Awards Committee
- Executive Committee
- Elections Committee
- Past-Presidents Committee

Accomplishments:

- Participated in Executive Committee meetings and follow up
- Recruited members of the nominations committee
- Chaired the BOD Nominations Committee
- Collected materials for review for BOD nominations
- Prepared the slate for BOD nominations
- Chaired the Awards Committee
- Communicated with Chairs of the Awards committees
- Collected information/photos from award recipients for accommodations/meals, program book, website and plaques
- Prepared information for plaques for central office
- Chaired the Past-Presidents Committee
- Communicated Board Reorganization Plan

Vice President, Finance

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 2022 Audit Committee.
- Worked with the conference chair and executive director on the financial management of the 2022 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 Conflict of Interest Policy, Whistle Blower Policy and Document Retention and Destruction Policy and submitted them to the board for approval.
- 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 2022 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, 2022, 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 a restricted investment account for the Kappa Theta Epsilon Grant funds.

**COOPERATIVE EDUCATION & INTERNSHIP ASSOCIATION, INC.
INCOME STATEMENT (CASH BASIS)
FOR THE YEAR ENDED, MAY 31, 2022**

INCOME

MEMBERSHIP	\$ 94,035
PROGRAM SERVICES	143,855
DONATIONS	896
GRANTS	0
OTHER INCOME	<u>3,857</u>
TOTAL INCOME	\$ 242,673

EXPENSE

ADMINISTRATION	\$ 98,433
PROGRAM SERVICES	93,661
BOARD TRAVEL & MEETINGS	30,667
PROGRAMS & PROJECTS	<u>4,855</u>
TOTAL EXPENSE	\$ <u>227,616</u>
EXCESS EXPENSE OVER REVENUES	\$ <u>15,057</u>

**COOPERATIVE EDUCATION & INTERNSHIP ASSOCIATION, INC.
BALANCE SHEET (CASH BASIS)
MAY 31, 2022**

ASSETS

CURRENT ASSETS:	
CASH	\$ 358,509
MARKETABLE SECURITIES (Lower of Cost/Market)	78,889
ACCOUNTS RECEIVABLE	2,580
PREPAID EXPENSES	<u>58,000</u>
TOTAL CURRENT ASSETS	\$ 497,978
FIXED ASSETS:	
EQUIPMENT	\$ 4,551
LESS: ACCUMULATED DEPRECIATION	<u>4,551</u>
TOTAL FIXED ASSETS	\$ 0
INTAGABLE ASSETS:	
TRADEMARK	<u>\$ 1,600</u>
TOTAL ASSETS	\$ <u>499,578</u>

LIABILITIES & EQUITY

LIABILITIES:

DEFERRED INCOME	\$ 0
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EQUITY:

RETAINED EARNINGS, MAY 31, 2021	\$ 484,521
PRIOR PERIOD ADJUSTMENT	<u>0</u>
ADJUSTED RETAINED EARNINGS	\$ 484,521
EXCESS INCOME OVER EXPENSE	<u>15,057</u>
RETAINED EARNINGS, MAY 31, 2022	\$ <u>499,578</u>

TOTAL LIABILITIES & EQUITY	\$ <u>499,578</u>
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Executive Director

Peggy Harrier
Retired, Cincinnati State Technical and Community College

CEIA Membership Report

January 1, 2023

2023 Total new/renewed: 391(342 paid + 49 lifetime members)

2023 Pending: 284 (280 renewal/ 4 new)

***New in last 30 days: 15 (83 new member specials)**

Total 2023 members to date: 391	
Total 2022 members: 675	Total 2014 members: 701
Total 2021 members: 662	Total 2013 members: 649
Total 2020 members: 734	Total 2012 members: 611
Total 2019 members: 776	Total 2011 members: 641
Total 2018 members: 739	Total 2010 members: 668
Total 2017 members: 674	Total 2009 members: 629
Total 2016 members: 694	Total 2008 members: 760
Total 2015 members: 675	Total 2007 members: 729

Regional breakdown of 2022 members:

	<u>Total</u>	<u>Lifetime</u>
Region 1:	112	6
Region 2:	98	4
Region 3:	125	10
Region 4:	104	11
Region 5:	45	5
Region 6:	50	7
Region 7:	45	3
Region 8:	47	3
Sub Totals:	626	49
Total:	675	

Vice President, Marketing & Communications

Richard Robles
University of Cincinnati

Committees: Marketing Committee (Chair)

Accomplishments:

- Included the association's 60th anniversary in the annual social media campaign for CEIA Month
- Researched Ad Council campaign on co-op
- Coordinated all monthly email communications, webinar announcements, and news briefs; started highlighting YouTube videos of various co-op programs.
- Addressed Rackspace malware attack that impacted email communications by temporarily redirecting email communications to Google and transitioned the association to Office 365 accounts.
- Continued marketing, technology (on-site AV, equipment, and Guidebook), and email support for the annual conference.
- Updated/deployed the following areas of the website:
 - Created Diversity, Equity & Inclusion page featuring the DEI grant
 - Standardized regional and network web pages
 - Sponsorship/advertising information for conference, organizational, and event programming, and grant/scholarship awards
 - Updated board minutes
 - Updated the Members Only accessible portion of the website to include recordings and handouts from all webinars and member forums conducted during the last academic year
- Began deploying blog content to enhance website traffic from the News Briefs

Vice President, Professional Development

Tracey E. Dowling
Florida State University Career Center

Committees: Programs Chair, 2023 Annual Conference Committee; Chair, Professional Development Committee; Chair, CEIA On the Road Committee

Accomplishments:

- Currently launching the inaugural CEIA On the Road in August 2023
- Writing an operations manual for the Annual Conference Programs Chair
- Repurposed the speed session and one interactive breakout session at annual conference to allow inclusion of an additional 10 breakout sessions with a minimum 10 presenters as many of the Annual Conference Proposal submitters indicated that the allocation of funds to attend the conference were contingent upon their proposals being accepted
- Facilitated more member forums for professional development

Vice President, Research and Surveys

Cherie Lynch
Endicott College

Committees:
Research Awards

Accomplishments

- Developed CEIA National Statistics Database Initiative which will serve as a free information source for high-impact work-based learning in the United States, such as cooperative education, internship, service-learning, and apprenticeship, filling an existing knowledge gap and providing a data set for further research and customized reporting.
- Researched existing models, including the CEWIL National Database, which collects information on work-integrated learning in Canada. I met with researchers to understand their work and data programs, including Judene Pretti, who is a researcher at the University of Waterloo and manages the well-developed [CEWIL database](#), and Andrea Giles, Exec. Director for Co-op & Careers at The University of Victoria in BC Canada who has been running the highly successful regional database for BC Canada for decades;
- Recruited internal team at Endicott College for project assistance: Institutional Research team (limited support with web-form instrument), Gretchan Porter, Assistant Director for Institutional Research (donating her time pro-bono for survey design consultation) and Nathalie Modell Orloff (Saltikoff), PhD, LICSW, Associate Professor of Human Services and Chair, Institutional Review Board (ongoing data and research support);
- Developed web-form survey, simple data dictionary, and timeline to launch in spring 2023;
- Developed 2023-2024 resource plan to staff project through first and second rollout which will include application for extended grant funding of up to 3k through the Undergraduate Research Grant.
- Expanded opportunities for membership to learn more about the importance of research and assessment and how to get involved:
- Expanded Research Committee size and activity to invite member input, dialogue, and participation on important topics to the organization and formal research agenda. Committee engagement was also extended from awards review period to much of the year.
- Highlighted opportunities for engaging in research at the annual conferences and in 2023 through a co- presentation at the conference "Maximizing Your CEIA Membership" session.
- Organized and scheduled post-conference Research/Data workshop for June to promote interest in research and assessment and to encourage participation in our CEIA National
- Statistics Database. Is also timed to highlight and promote interest in our undergraduate research grant which will be open for application this coming fall.

Vice President, Internship Network

Mark Isenburg
University of Denver

Committees: Internship Network Committee

- Carissa Forde, Temple University
- Danielle Craig, Delaware State University
- John Combs, Florida State University
- Madeline Tympanick, New College of Florida

Committee Accomplishments:

- Hosted three Member Forums, Jan-March 2023, with new format which attracted a lot of interest and good participation.
 - Topics included:
 - January: Programs that Help Pay Unpaid Interns
 - 34 participants
 - February: Micro-internships in Curriculum
 - 37 participants
 - March: Getting Students to Report Non-credit Internships.
 - Participants TBA
 - Each forum included two guest speakers for short presentations followed by member discussions in break-out rooms, and then time to regroup and hear top tips from each break-out room.
- Selected recipient of Internship Student Achievement Award: Brian Cavin, University of Central Arkansas

Note: Kudos to the committee members who worked well together and supported one another while creating these events.

Vice President, Two-Year Program Network

Kelly Harper

Cincinnati State Technical and Community College

Committees: Two-Year Student Achievement Award Selection Committee

Marie Harrell	Moraine Valley Community College
Lisa Phillips	Macomb Community College
April Teran	Salt Lake Community College

Accomplishments:

- Worked on the celebration and outreach around the 60th Anniversary of CEIA.
- 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
- Served on the Election Committee and Reorganization Committee focused on roles within the organization
- Recruited and worked with committee to review the nominations for the CEIA Two Year Award.
- Assisted with events around the annual conference

Vice President, Employer Network

Scott Maynard

St. Johns County Chamber of Commerce

Committees: **Kettering Award Selection Committee**

Kelly Atwood, University of Louisville

Megan Artz, Mississippi State University

Danielle Rose, Forsyth Technical College

Sponsors and Exhibitors Conference Committee

Edie Irvin, Auburn University

Jacqueline Broida, University of Utah

Megan Artz, Mississippi State University

Accomplishments:

- Promoting Employer Engagement Academy with Brainstorm
- Presenting at Employer Engagement Academy
- Hosted Employer Network Exchange Oct. 25-26
- Completed selection of 2023 Kettering Award winner
- Promoting Employer Engagement Academy with Brainstorm
- Presenting at Employer Engagement Academy
- Hosted Employer Network Exchange Oct. 25-26
- Hosted Employer Network Exchange Oct 25-26
- Identifying nominees for Kettering Award (4 for 2023)
- Will be reaching out to employers of student award winners and nominees to encourage membership, conference attendance, and ad sales for conference program.
- Promoting Employer Engagement Academy with Brainstorm
- Presenting at Employer Engagement Academy
- Hosted Employer Network Exchange Oct. 25-26

Vice President Region 1

Vanecia Harrison
Northeastern University

Committees: None at this time

Accomplishments:

- Outreach to Regional one members
- Reach out to Regional 1 members about conference and webinars
- Forwarded the CEIA Vail academy information to my networks in LinkedIn
- Volunteered for the 2023 conference as a host during the conference
- Attended monthly RVP meetings with Executive Vice President

Vice President Region 2

Kristen Gallo
Temple University

Committees: Research and Assessment, Awards Committee

Accomplishments:

- Created Region 2 committee, consisting of 4 members, to help with communications and input on member needs
- Ran successful lunch and learn on unpaid internship best practices for Region 2 attendees
- Developed more consistent communication with Region 2 members, including pushes for CEIA month, conference proposals, and conference attendance
- Assisted board work group to revamp Region VP role descriptions and responsibilities
- Participated in new member welcome by developing a quiz for engagement
- Reviewed award nominations and participated in selection process for 4 CEIA annual awards

Vice President Region 3

Elery Rojas
Wix.com

Committees: None at this time

Accomplishments:

- Outreach to Regional one members
- Reach out to Regional 3 members about conference and webinars
- Set 4 meetings for 2023
- Actively recruiting employers through linked in
- Request members to have national/regional employers with programs to sign up and become members, sponsors
- Promote CEIA when meeting with new schools (through my Wix organization)
- Promote CEIA conference and membership when attending other conferences and to vendors/employers

- Creating a medium for my region 3 to be stronger and provide career development through Virtual meet ups

Vice President Region 4

Richard Robles,
University of Cincinnati

Committees: None at this time

Accomplishments:

- Convened Regional meeting in July 2022 with 13 participants
- Pushed information to regional membership regarding virtual workshops offered by the Strategic Ohio Consortium for Higher Education. The workshops featured information on full-time jobs and internships through USAJobs.gov.
- Distributed survey on semesterly WIL costs for academic credit. Survey was part of a university initiative to investigate what other institutions charge to consider instituting a fee raise for zero-credit co-op courses.
- Participated on the Nominations Committee
- Awarded two scholarships through the MCEIA Fund to sponsor two members to attend the 2022 Vail Academy

Vice President Region 5

Celeste Lindell
Texas Christian University

Committees: None at this time

Accomplishments:

- Met with TXCEIA members at the January Drive-In/Fly-In conference, promoted annual CEIA conference and encouraged attendance.
- Attended CEIA winter board meeting as new representative for Region 5
- Contacted Region 5 members through LinkedIn to introduce myself and offered to answer questions about CEIA if needed.

Vice President Region 6

Meghan Stidd
University of Colorado, Colorado Springs

Committees:

- Region 6 Committee, Chair
- Nominations Committee
- Research Committee
- Professional Development Committee

Accomplishments:

- Held Region 6 Committee meetings in July and August 2022 to plan spring 2023 events.
- Host Region 6 meeting in August 2022 and had a guest speaker from Wix discuss university partnerships and had an open discussion on topics to include in future meetings.
- Through the Regional VP committee meeting, collaborated with Executive Vice President and the Regional VPs to develop the format of the new member welcome events.
- Promoted the Employer Network Exchange, conference proposals, and award nominations. The email had an open rate of 35%.
- Recruited a new Region 6 Vice President, Joseph Banks, to replace me after my term ends.
- Served on the nominations committee to finalize the recommendations for 2023-2024 board members.
- Evaluated submissions for the Ralph W. Tyler Award and the James W. Wilson Award.

Region 7 Vice President

Ralph Brigham
Southwestern Advantage

Committees: None at this time.

Accomplishments:

- Signed up to be a sponsor for the San Diego conference
- Talked to employers at MPACE about joining CEIA and attending the San Diego conference
- Sent welcome emails to new members of Region 7

Vice President Region 8

Domenica De Bilio

Committees:

- Global Network Members
- Peggy Jarvie International Student Experience Award

Accomplishments:

- Personal reach out to 14 new members
- Reach out to group members highlighting upcoming activities; conference, Vail academy
- I met with Hillel Bloch, Strategy Consultant in Tel Aviv, ISRAEL to discuss UW's co-op and WIL programs as his government is interested in developing co-op within their local Universities. I sent Hillel an invite to become a CEIA member and outlined the benefits.
- Provided Elery the name of an employer Qualcomm, who is located in California and may be interested in either sponsoring, exhibiting or attending our 2023 Conference in San Diego.
- Sent Peggy Jarvie International Award recipient Vladimir Miskovic (student), Nathan Thomas (co-op employer) Rich Robles (CEIA member) notification of his award.
- Sent notifications to students who were nominated but not selected as the winner to inform them of our decision.
- Forwarded the CEIA Vail academy information to my networks in LinkedIn.
- Invited 2 of my new Regional Managers to attend the CEIA academy in June 2023. This is under consideration.

- Volunteered to support the 2023 Conference Registration desk for two days.
- Volunteered to be a session host for 2 speakers during the 2023 Conference.
- Attended our monthly RVP meetings with Molly and my RVP peers.

Associate Experience Magazine

Dr. Michael J. Sharp
University Of Cincinnati

Committees: Experience Magazine | Practice + Theory + Podcast

Accomplishments:

- Experience, P+T+P functions as an online platform and there are opportunities to make changes to ensure this is a welcoming community, with frequently refreshed, compelling content. Breaking down walls between authors and readers and forging a singular community, the platform exists to connect and inspire. Members of the community visit and feel inspired by accessible content — compelled to comment, motivated to connect, and eager to showcase what’s happening in their own corners of the EL world.
- With EM team, continuing to seek content that highlights how EL in higher education can support issues pertaining to DE&I.
- Ralph Brigham (Southwestern Advantage) is EM’s Content Expert for Educational/Employer Partners
- Created an internal (to CEIA Board) communication plan to leverage region leadership and connections to increase content submissions. This plan will be communicated during the week of March 13, 2023.
- Accepted a handful of new submissions (in the process of assigning to Content Experts/Editors).
- *Published six articles and nine Podcasts (32 content pieces total). We are averaging 50+ page views per week, with that number spiking to 500 at time of the last conference.
- Met with President Ross Johnson to brainstorm ways to increase the volume of content creators and platform visitors and have agreed upon the following next steps:
 - Work with Elery Rojas and with the CEIA Award Committee to identify conference speakers and presenters in order to target them for submission. This could include (a) publishing their materials on EM, (b) soliciting a written piece about their conference presentation(s), and (c) inviting the presenters/speakers to a podcast episode. The goal here is to have a multi-touch-point access to their respective expertise.
 - Work with David Caffo to explore options for engaging “CEIA Regional Teams” as a way for creating more energy around the EM platform. This would include encouraging their members to visit and submit and encouraging their members to share the platform with their home institutions/organizations.
 - Work with Karsten Zegwaard (IJWIL) to enact our previously agreed on partnership between IJWIL and EM.
- Scheduled a follow-up meeting with Ross for the week of March 13.
- Have continued to explore a podcast and written piece focused on “how to simultaneously support an academic conference both virtually and in-person,” tapping internal members from CEIA to highlight the organization’s expertise in this area.
- Have continued to explore special spotlights in EM that will promote regional VPs.

- Have continued to explore inviting other EL/WIL podcasts to post links to their platforms on EM. This will serve to drive visitors to our platform.
- Have continued to explore hosting a special session of the podcast to capture voice from past CEIA presidents and thought leaders.
- With team, continued to seek content that highlights how EL in higher education can support issues pertaining to DE&I.
- Continued to work 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 EM roster:
 - 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
 - Stephanie Kollmann Baker (University of Cincinnati) – Content Expert for Service-Learning + Non-Profit
 - Andrew Harper (Texas Higher Educational Coordinating Board) – Content Expert for Equity and Inclusion
 - Ralph Brigham (Southwestern Advantage) – Content Expert for Educational/Employer Partner
 - Michael Sharp (University of Cincinnati) – Content Expert for Experience Podcast
 - Kyle Roark (Florida State University) – Content Expert for Student Experience
 - Sarah Burrows (Suffolk University) – Content Expert for Career Education + Experiential Learning
 - 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.
- Continuing the recruiting of content creators: <https://experiencemag.org/submit-to-experience-magazine/>

Associate Membership Development & Retention

Patricia Bazrod

Georgia Institute of Technology-Retired

Committees: Past Presidents Committee, Herman Schneider Award Committee, New Member Recognition. Professional Development

Accomplishments:

- Continued to Assist with Development of New Member Forums.
- Chaired-Member Forum subcommittee.
- Monthly conference calls with RVP’s per invitation.
- Assisted with development of new regional VP position description.
- Support Professional Development -membership development activities.
- Assisted with Conference Committee-registration, employer forum.
- Past President’s committee review of Associate Board positions and suggested changes.

Associate, Diversity, Equity & Inclusion

Andrew D. Harper
KingsleySurveys - Grace Hill

Committees:
Diversity, Equity, and Inclusion Committee (Chair)
Audit Committee

Accomplishments:

- Collaborated with Executive Director and VP of Marketing/Communications to add Commitment to Diversity, Equity, and Inclusion Statement on the CEIA Vision / Mission / Values webpage: <https://www.ceiainc.org/about/vision-mission-values/>.
- Created and posted application for the inaugural CEIA Diversity, Equity & Inclusion Fellowship on the CEIA website: <https://www.ceiainc.org/resources/diversity-equity-and-inclusion-fellowship>.
- Selected two recipients for the inaugural CEIA Diversity, Equity & Inclusion Fellowship.

2023 Conference Chair

Elery Rojas
Wix.com

Committees: Conference Committee, Region 3 Committee

Accomplishments:

- Getting all preparations ready for San Diego
- Getting all Conference Committee Chairs to complete tasks assigned and working with their own committees and meeting deadlines.
- Local Arrangements, Programs, Employer/sponsors, Registration, Marketing
- Assist Peggy with Hotel details, lists for programming day of planning, and food & beverage
- Assist new Chair with any new programming details for 2024
- Promoted scholarship sign up - programming from CEIA
- Actively recruiting employers through linked in and conferences that I have attended throughout all of 2022
- Send out program invites and save the dates during 2022 conference season to all vendors
- Submitted and referred employers to Scott – Employer Relations
- Promote CEIA when meeting with new schools (through my Wix organization)
- Promote CEIA conference and membership when attending other conferences and to vendors/employers
- Active meetings with conference committee members and follow ups for any needs and one on ones
- Communication and meet one on one with volunteers that were interested in being a part of CEIA and walking them through all the committees and opportunities.

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

