



ANNUAL REPORT 2024 – 2025



2024-2025 Board of Directors

<i>President</i>	Andrew D. Harper Grace Hill
<i>Executive Vice President/President-Elect</i>	Kristen Gallo, EdD Temple University
<i>Immediate Past President</i>	Molly Thompson Maine Department of Labor
<i>Vice President, Finance & Development/Treasurer</i>	Dan Cayse, CPA Retired, Cincinnati State College
<i>Vice President, Marketing & Communications</i>	Richard Robles, EdD University of Cincinnati
<i>Vice President, Professional Development</i>	Tracey Dowling, EdD Florida State University
<i>Vice President, Employer Relations</i>	Scott Maynard St. Johns County Chamber of Commerce
<i>Vice President, External Relations & Development</i>	David Caffo, EdD Wilmington University
<i>Vice President, Member Development & Retention</i>	Patricia Bazrod Retired, Georgia Institute of Technology
<i>Vice President, Research & Surveys</i>	Cherie Lynch Endicott College
<i>Vice President, Region 1 – Northeast</i>	Vanecia Harrison-Sanders Northeastern University
<i>Vice President, Region 2 – Mid-Atlantic</i>	Carissa Forde, EdD Temple University
<i>Vice President, Region 3 – Southeast</i>	Madeline Tympanick New College of Florida
<i>Vice President, Region 4 - Midwest</i>	Kelly Harper Cincinnati State College
<i>Vice President, Region 5 - Southwest</i>	Celeste Lindell Texas Christian University
<i>Vice President, Region 6 – Mountain/Plains</i>	Joseph Banks Utah State University
<i>Vice President, Region 7 – West</i>	Ralph Brigham, EdD Southwestern Advantage
<i>Vice President Region 8 - International</i>	Ross Johnston Beinn Leadership
<i>Ex Officio Members</i>	
<i>Executive Director</i>	Peggy Harrier Retired, Cincinnati State College
<i>Editor, Experience Magazine</i>	Nadia Ibrahim-Taney University of Cincinnati
<i>Associate, Diversity, Equity, and Inclusion</i>	Tiffany Johnson University of Central Florida
<i>2025 Conference Chair (Tucson, AZ)</i>	Richard Robles, EdD University of Cincinnati

Election Results for 2025-26 CEIA Board of Directors

President Elect:	Tracey Dowling, Florida State University
VP Marketing & Communications:	Richard Robles, University of Cincinnati
VP Professional Development:	Kelly Harper, Cincinnati State College
VP Region 2:	Carissa Forde, Temple University
VP Region 4:	David Schwartz, Bradley University
VP Region 6:	Joseph Banks, Utah State University
VP Region 8:	Ross Johnston, Beinn Leadership, Inc.

Ex-Officio Appointments:

Editor, Experience Magazine:	Nadia Ibrahim-Taney, University of Cincinnati
Associate, Diversity, Equity & Inclusion:	Tiffany Johnson, University of Central Florida

2025 Annual Award Recipients

Award and Recipient	Chair of Award Committee
Dean Herman Schneider Award: Sarah Burrows, Suffolk University Veronica Porter, Northeastern University	<i>Molly Thompson</i>
Charles Kettering Award: Gallo, Modesto, CA - Ryan Fox, Director of Sales Recruiting	<i>Scott Maynard</i>
Cooperative Education Student Award: Marek Gibson, Purdue University	<i>Molly Thompson & Kristen Gallo</i>
Internship Student Award: Arielis Rodriguez-Gutierrez, University of Central Arkansas	<i>Molly Thompson & Kristen Gallo</i>
Peggy Jarvie, International Experience Award: Shawn Benedict, University of Waterloo, Canada	<i>Molly Thompson & Kristen Gallo</i>
Two Year Program Student Award: Princess Chibamu, College of Lake County	<i>Molly Thompson & Kristen Gallo</i>
Ralph W. Tyler Award: No winner	<i>Cherie Lynch</i>
James Wilson Award: No winner	<i>Cherie Lynch</i>
Best Practices Award: Florida State University, Tallahassee, Florida, Experience Recognition Program (ERP)	<i>Molly Thompson & Kristen Gallo</i>
Faculty Champion Award: Joseph "Joe" O'Shea, Florida State University	<i>Molly Thompson & Kristen Gallo</i>
Rising Star Award: Patrick Francis, Purdue University	<i>Molly Thompson & Kristen Gallo</i>

Annual Reports from CEIA Board of Directors

Position on Board: Executive Director

Name & Organization: Peggy Harrier

CEIA Membership Report

January 1, 2025

2025 Total new/renewed: 445 (393 paid + 52 lifetime members)

2025 Pending renewal: 327

Total 2025 members to date: 445	
Total 2024 members: 834	Total 2015 members: 675
Total 2023 members: 706	Total 2014 members: 701
Total 2022 members: 675	Total 2013 members: 649
Total 2021 members: 662	Total 2012 members: 611
Total 2020 members: 734	Total 2011 members: 641
Total 2019 members: 776	Total 2010 members: 668
Total 2018 members: 739	Total 2009 members: 629
Total 2017 members: 674	Total 2008 members: 760
Total 2016 members: 694	Total 2007 members: 729

Regional breakdown of 2024 members:

	<u>Total</u>	<u>Lifetime</u>
Region 1:	140	7
Region 2:	102	3
Region 3:	163	11
Region 4:	157	12
Region 5:	42	5
Region 6:	43	8
Region 7:	46	3
Region 8:	89	3
Sub Totals:	782	52

Total 2024: 834 (increase of 128 members over 2023-24)

Position on Board: President

Name & Organization: Andrew D. Harper, Grace Hill

List the committee(s) you served below:

Executive Committee

Executive Committee Members: Molly Weller Thompson, Maine Department of Labor (Region 1), Kristen Gallo, Temple University (Region 2), Dan Cayse, Cincinnati State Technical and Community College (Retired, Region 4), Peggy Harrier, Executive Director (Region 5), Cincinnati State Technical and Community College (Retired)

Accomplishments:

The 2024-2025 term saw the Board of Directors, Standing Committees, and Ad Hoc Task Teams—supported by the Executive Director and Past Presidents—make significant strides in several key areas. These accomplishments included expanding the association's membership (which grew by nearly 20% over the previous year), solidifying the association's leadership role in work-integrated learning, and establishing a framework to guide the profession into the future.

Apprenticeships: The Ad Hoc Task Team, chaired by the Past President developed and implemented a strategy to increase awareness of apprenticeship programs. In addition, this ad hoc task team hosted this webinar for members: "A Guide to Federally Registered Apprenticeships: From Overview Through Application" presented by the United States Department of Labor.

Regional VP Training and Plan Structure: Under the leadership of Executive Vice President and President-Elect, Regional Vice Presidents began hosting regular virtual regional meetings. The reporting structure for board members was redesigned to support and implement membership strategies outlined in the Association's 3-year business plan. This new structure brings all board members with external responsibilities under the President.

Annual Sponsorships and Monetizing Programs: The Vice Presidents of Employer Relations, External Relations, Professional Development and the Conference Chair secured annual sponsorships for both the association and the annual conference, achieving development goals. All members of the CEIA Board of Directors made a financial donation to the association.

Programs, Products, and Services: The association hosted the CEIA Academy for new practitioners in Vail, Colorado, the annual conference in Tucson, Arizona, and multiple virtual webinars and discussion forums. Two editions of Experience Magazine™ were published, featuring work-integrated learning articles by experts and stakeholders.

Strategic partnerships with Hospitality Internships, Enterprise Mobility, and InternBridge were developed by the Vice Presidents for External Relations, Employer Relations and Research & Surveys, to support membership growth and provide additional member resources. A membership analysis, a member-only professional development survey, and a program evaluation analysis for signature events were completed.

The board established, upon the recommendation by the Professional Development Committee, Professional Competencies for Work-Integrated Learning (WIL) Practitioners to guide the assessment of training resources and identify new training needs. An ad hoc task committee for program review and

services was appointed to review program offerings and make recommendations for revisions and enhancements. New awards were approved to honor new practitioners, faculty members, and senior leaders who champion WIL. The association continued to solicit nominations and select finalists for outstanding achievement awards and supported two DEI fellows for 2025. Awards and DEI Fellows were selected under the leadership of the Past President and Associate for Diversity, Equity and Inclusion. The Vice President of Marketing and Communications led the establishment of brand guidelines to ensure consistency and professionalism in all association communications.

Leadership Initiatives: An ad hoc task continued to finalize arrangements and launch ASCEND (Advancing Leadership in Higher Education), a new training program for experienced work-integrated learning practitioners. The program will be previewed at the 2025 annual conference and launched in Summer 2025, supporting the association's goal of developing additional training programs for members.

Position on Board: Executive Vice President/President-Elect

Name & Organization: Kristen Gallo, Temple University

Committee Membership:

Executive Committee; Awards Committee; ASCEND Committee; Audit Committee

List the members of the committee(s) you chaired, if any:

Audit Committee: Joseph Banks, Vice President, Region 6 - Mountain and Plains, Dan Cayse, Cincinnati State Technical and Community College (Retired), Penny Grob, La Salle University, Celeste Lindell, Vice President, Region 5 - Southeast

Accomplishments:

- Developed new training materials and workflows for Regional Vice Presidents to clarify new structure and processes (initiative 3)
 - Created standards to follow when welcoming new members and following up with renewing members
 - Updated email templates for ease of use
 - Onboarded newly appointed Region 8 VP due to position vacancy
- Worked on new reporting structure for RVPs and the Membership/Outreach committee; introduced new reporting structure in collaboration with President at winter board meeting, with full implementation to start with springboard meeting and conference (initiative 3)
- Updated by-laws/handbook with input from executive committee and board members
- Audit Committee Convened for review of annual financial statements; approved all reporting
- Served on ASCEND Committee to develop new program focused on those in manager/leadership positions; developed materials for session on empowering and supporting team members' professional development (initiative 4, 5)
- Led planning of all webinars for the summer and fall; executed three webinars and four member forums to share information and connect CEIA members (initiative 5)
- Participated in developing new award descriptions and requirements; reviewed nominees as part of selection process for two new awards and one existing award
- Coordinated annual report efforts on behalf of the board, collected and formatted reports for ease of use

Position on Board: Immediate Past President

Name & Organization: Molly Thompson, Maine State Workforce Board / Department of Labor

List the committee(s) you served on or chaired below:

Apprenticeship Community of Practice Ad Hoc Task Team; Awards Committee; Executive Committee; Professional Development Committee; Nominations & Elections Committee; Recognition Ad Hoc Task Team (Faculty Champion, Rising Star, and Dan Cayse Leadership Awards)

Accomplishments:

Apprenticeships

- Ensured the community of practice continued momentum through consistent monthly meetings
- Wrote new content for the website to be presented to the board at April meeting for approval
- Launched apprenticeship track for 2025 conference with a pre-conference workshop and a series of presentations throughout the rest of the conference
- Supported USDOL members with activities for National Apprenticeship Week (5 events across committee members, plus CEIA signing the declaration of support)
- Engaged five new members for committee, including three new to CEIA

Academy on the Road

- Served on curriculum subcommittee

Annual Sponsorships and Monetizing Programs

- Made four connections between potential sponsors and VP of External Relations and VP of Employer Engagement
- Continue to serve as CEIA representative with WACE, including being the first speaker for the relaunch of their webinar series

Leadership Initiatives

- Launched 3 new awards, two this year (Rising Star and Faculty Champions) and one to begin next year (Dan Cayse Leadership Award)

Two-Year Program

- Brought on three new 2-year school members

Position on Board: Vice President, Finance and Development

Name & Organization: Dan Cayse, CPA, Retired, Cincinnati State Technical and Community College

List the committee(s) you served below:

Finance 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 2024 Audit Committee.

- Worked with the conference chair and executive director on the financial management of the 2024 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-NEC 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.
- Provided the consultant with a summary of the responsibilities of the Vice President of Finance, Treasurer and Corporate Secretary.
- 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 2024 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, 2024, that is included in this Annual Report.
- Worked with the president and board on the continued implementation of the business plan.
- Continued to update the Milestones to Vision for the CEIA Business Plan.
- Worked with Morgan Stanley who is 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 and cost volume profit analysis.
- Along with the President, reviewed and signed contracts and agreements on behalf of CEIA.
- Secured 100 points, 4 Star Charity Navigator rating for CEIA.
- Invested CEIA surplus funds in a high yield certificate of deposit with Chase and Truist Banks.

**COOPERATIVE EDUCATION & INTERNSHIP ASSOCIATION, INC.
INCOME STATEMENT (CASH BASIS)
FOR THE YEAR ENDED, MAY 31, 2024**

INCOME

MEMBERSHIP	\$ 118,255
PROGRAM SERVICES	231,530
DONATIONS & SPONSORSHIP	12,000
INVESTMENT INCOME	4,317
OTHER INCOME	<u>111</u>
TOTAL INCOME	\$ 366,213

EXPENSE

ADMINISTRATION	\$ 108,667
PROGRAM SERVICES	176,047
BOARD TRAVEL & MEETINGS	53,124
PROGRAMS & PROJECTS	<u>7,000</u>
TOTAL EXPENSE	\$ 344,838
EXCESS EXPENSE OVER REVENUES	\$ <u>21,375</u>

COOPERATIVE EDUCATION & INTERNSHIP ASSOCIATION, INC.
BALANCE SHEET (CASH BASIS)
MAY 31, 2024

ASSETS

CURRENT ASSETS:	
CASH	\$ 324,297
MARKETABLE SECURITIES (Lower of Cost/Market)	84,317
ACCOUNTS RECEIVABLE	9,755
PREPAID EXPENSES	<u>24,141</u>
TOTAL CURRENT ASSETS	\$ 442,509
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>444,110</u>

LIABILITIES & EQUITY

LIABILITIES:	
DEFERRED INCOME	\$ 0
EQUITY:	
RETAINED EARNINGS, MAY 31, 2023	\$ 422,734
PRIOR PERIOD ADJUSTMENT	<u>0</u>
ADJUSTED RETAINED EARNINGS	\$ 484,521
EXCESS EXPENSE OVER REVENUE	<u>21,375</u>
RETAINED EARNINGS, MAY 31, 2024	\$ <u>444,110</u>
TOTAL LIABILITIES & EQUITY	\$ <u>444,110</u>

Position on Board: Vice President, Marketing & Communications; 2025 Conference Chair

Name & Organization: Richard Robles, University of Cincinnati

List the committee(s) you served below:

Experience Magazine; Annual Conference; Marketing; Nominations; CEIA Academy

List the members of the committee(s) you chaired, if any:

Marketing: Ariel Gladney, Georgia Tech, Dale Larson, Central Washington University, Patrick Francis, Purdue University, Michael Odelbaum, Jobs Connected

Annual Conference: Mandy McLaughlin, University of Cincinnati, David Caffo, Wilmington University, Penny Grob, LaSalle University, Scott Maynard, St. Johns County Chamber of Commerce, Tracey Dowling, Florida State University, TJ Johnson, Florida State University, Patty Bazrod, Georgia Tech, Celeste Lidell, Texas Christian University

Accomplishments:

- Launched the spring and fall 2024 issues of Experience Magazine™ on the CEIA website
- Created style guide to standardize the Association’s branding and to insure consistent usage by committees and leadership
- Converted Association’s private LinkedIn group into a public page (<https://www.linkedin.com/company/ceiainc>). Since its official launch in December 2024, the page has generated:
 - 82 page views
 - 37 unique visitors
 - 153 total followers
 - 472 content impressions
- Added new web pages: CEIA Competencies, definitions for co-op, internship and apprenticeship, Charity Navigator rating, and posted the Association's annual IRS tax submission
- Received 78 Annual Conference presentation proposals and accepted 52 (66.7%) proposals, featuring 82 speakers
- Continued to enhance the Association’s technology by strengthening email security and maximizing Microsoft 365 capabilities. Enhanced leadership access to files and reporting processes through Sharepoint
- Represented the Association as a content expert and participated on a committee to evaluate and recommend changes to the Guidelines for Internship Programs for the Council for the Advancement of Standards

Position on Board: Vice President, Professional Development

Name & Organization: Tracey E. Dowling, Ed.D, Florida State University Career Center

List the committee(s) you served below:

Professional Development; Curriculum Committee for CEIA Academy; 2025 Annual Conference Committee

List the members of the committee(s) you chaired, if any:

Professional Development Committee: Allison Muise, Endicott College (Region 1), Christina Flynn, Northeastern University (Region 1), Sally Conant, Northeastern University (Region 1), Chinyen Chuo, University of Central Florida (Region 2), Kelsey Bickett, QuantHub (Region 2), Selena Myers, The University of Akron (Region 4), Dale Larson, Central Washington University (Region 7), Megan Myers, Enterprise Mobility (Region 4)

Professional Development Subcommittee for Webinars: Kristen Gallo (Region 2), Kelly Harper, Cincinnati State Technical and Community College (Region 4)

Professional Development Subcommittee for Academy on the Road Strategic Planning: Rich Robles, University of Cincinnati (Region 4), Cherie Lynch, Endicott College (Region 1), Kelly Harper, Cincinnati State Technical and Community College (Region 4), Molly Thompson, University of Colorado-Boulder (Region 1), Vanecia Harrison-Sanders, Northeastern University (Region 1), David Caffo, Wilmington University (Region 2), Scott Maynard, St. Johns County Chamber of Commerce (Region 3), Peggy Harrier, CEIA (Region 5)

Accomplishments:

- Layered CEIA’s Professional Competencies for Work-Integrated Learning (WIL) Practitioners into CEIA Academy in Vail
- Retooled pre-conference training for new practitioners
- Exploring east coast “home” for CEIA Academy, including tracks for experienced practitioners and hiring employers
- Served as member of Conference Committee for Sponsorships and Exhibitors
- Created outreach list for State of Arizona higher education institution list; solicited submission of annual conference proposals and attendees
- Surveyed membership on professional development and presented 2 webinars on findings
- Increased employer representation on professional development committee by 200%
- Currently working to update the recommended resources member page with professional development committee
- Collaborated with Conference Chair and CEIA Executive Director to secure two featured speakers for annual conference
- Donated printing for the annual conference, ran an ad in annual conference program and mobilized FSU Career Center team to submit nominations for 5 CEIA Annual Awards, secured attendance for 6 FSU employees for annual conference and 4 for the post-conference training

Position on Board: Vice President of Employer Relations

Name & Organization: Scott Maynard, St. Johns County Chamber of Commerce

List the committee(s) you served below:

Conference Committee – Sponsors and Exhibitors; Kettering Award Committee; CEIA Membership Committee; Academy on the Road; Past Presidents Committee

List the members of the committee(s) you chaired, if any:

Kettering Award Selection Committee: Kelly Atwood, University of Louisville, Megan Artz, Mississippi State University, Danielle Rose, Forsyth Technical College

Accomplishments:

Apprenticeships

- Coordinated an Apprenticeship Panel Discussion for CEIA 2024 Conference
- Worked with Hospitality Internships to highlight opportunities for apprenticeships in that industry
- Worked with Northrop Grumman and UF Health to showcase the success of their apprenticeships in Region 3

Regional VP Training and Plan Structure

- Worked with President Elect, VP of External Relations and Development and VP of Membership and Development to develop a coordinated membership recruitment and retention strategy.

Annual Sponsorships and Monetizing Programs

- Raised money through sponsorships, exhibitor’s fees, and advertising to support the association and annual conference.
- Worked with VP of External Relations to establish “Partner” relationships with Enterprise Mobility and Hospitality Internships.

Leadership Initiatives

- Served on Academy on the Road Committee
- Worked with President Elect, VP of External Relations and Development and VP of Membership and Development to develop a coordinated membership recruitment and retention strategy; identified members in each region to focus on outreach with the goal of developing these individuals for future roles within the organization.
- Through the Enterprise Mobility partnership, we identified employer representatives to serve as committee members for the RVP’s and present during one of the regional call-ins.
- Worked with VP of External Relations to establish a partnership with Hospitality Internships to cross promote organizations. This will lead to an increase in employer members.

Two-Year Program

- Coordinated an Apprenticeship Panel Discussion for CEIA 2024 Conference. All the employers on this panel recruit at two-year institutions.

Position on Board: Vice President of External Relations & Development

Name & Organization: Dr. David C. Caffo, Wilmington University

List the committee(s) you served below:

Conference Committee, Professional Development/Academy, Membership, Employer, & External Relations Committee (Co-chair), Awards Committee, Elections Committee, Past-Presidents Committee

List the members of the committee(s) you chaired, if any:

Membership Employer, & External Relations Committee (**Co-chair**) – Patricia Bazrod, Scott Maynard, Dave Caffo, Edie Irvin, Cody Smith, Corrine Condon, Carol Ann Olheiser, Mandy McLaughlin, Elisa Deford, Ruby Matheny, Claudia Ceja

Accomplishments

Academy on the Road:

- Worked on the creation and establishment of CEIA's Professional Competencies for Work-Integrated Learning.

Regional VP training and plan structure:

- In collaboration with Patty Bazrod and Scott Maynard, created templates for RVP recruiting use (Employer and committee letters).

Annual Sponsorships and Monetizing Programs:

- Secured commitment from Wilmington University for in-kind laptop sponsorship.
- Participated in establishing/continuing/managing partnership with Enterprise Mobility
- Participated in establishing partnership with HospitalityInternships.com (Worked on advisory board for Hospitality Internships)
- External meetings with potential partners to create mutually beneficial relationships
- In collaboration with Scott Maynard, developed employer development letter template for conference. Joined the Tucson Hispanic Chamber of Commerce in a reciprocal membership agreement and sent template letters for member employers and Institutions of Higher Education for the surrounding Tucson (conference) location.

Leadership Initiatives:

- Worked with the Past-Presidents Committee to establish recommendation for new award (Dan Cayse Leadership Award) to be presented to the Board of Directors for review.

Position on Board: Vice President Membership Development & Retention

Name & Organization: Patricia Bazrod, Georgia Institute of Technology (Retired)

List the committee(s) you served below:

Membership & Development, Past Presidents Committee, Nominations, Apprenticeships, Conference Committee-Local Arrangements Chair, Ad Hoc Task Force-Program and Services Review Chair

List the members of the committee(s) you chaired, if any:

Membership: Scott Maynard-St. John's County Chamber of Commerce, David Caffo-Wilmington University; Regional Vice Presidents-Membership Committee Members

Accomplishments:

- Continued Member Get a Member Campaign.
- Suggested updated template outreach to regional members inviting them to refer to an individual, school, employers or organizations that were not currently members.
- Referred several potential sponsors to Scott and Dave for both sponsorships, and membership in CEIA.
- In Process with Scott, David, and Andrew combine membership outreach for employers, institutions and sponsors and presented to RVP's. Authored collective templates for employer outreach and membership outreach to participate on regional committees.
- Collaborated with Molly and Past Presidents committee.
- Encourage RVPs to utilize their membership committee members for their region for outreach to members, employers and organizations regionally.

Position on Board: Vice President, Research & Surveys

Name & Organization: Cherie Pierce Lynch, Endicott College

List the committee(s) you served below:

Awards Committee; Academy on the Road/Train the Trainer Committee; Research & Surveys Committee

List the members of the committee(s) you chaired, if any:

Research & Surveys: Allison Muise, PhD, Endicott College (Region 1), Rachel Walsh Peterson, Northeastern University (Region 1), Frank LeCates, Stevens Institute of Technology/Eff3 Ventures (Region 2), Alix Rouby, Shippensburg University (Region 2), Alysia Salaneck, Western Governors University (Region 2), Kristin Wichmann, College of South Carolina (Region 3), Phil Gardner, PhD (Region 4), Tricia Burris, Hendrix College (Region 5), Jacqueline Broida, The University of Utah (Region 6), Jill Schafer, PhD, Washington State University (Region 7)

Accomplishments:

- Expanded the representation of regions serving on the Research Committee/Subcommittees to include volunteers from all US regions.
- Enlarged scope of region committee work to include opportunities for engagement related to survey/research interests, in addition to the research award and the research grant activity.
- Served as Faculty for 2024 Vail Academy. Modules: Curriculum, Experts Panel
- Worked with Academy on the Road/Train the Trainer Committee and contributed early research on curriculum development across the academies. The committee developed and launched new WIL competencies which will serve as a framework for future professional development and major initiatives. (Academy on the Road)
- Helped facilitate an employer survey collaboration plan between CEIA and InternBridge.
- Created Board of Directors Executive Briefings on prior surveys and internal data collection, providing the board with high-level summary records, year-to-year comparisons (when applicable), and recommendations:
 - 2024 Annual Conference Survey, Tampa
 - 2023 Annual Conference Survey, San Diego
 - 2024 Vail Academy Survey
 - 2023 Academy on the Road Survey
 - Membership Analysis Highlight

Position on Board: Vice President, Region 1 – Northeast

Name & Organization: Vanecia Harrison-Sanders, Northeastern University

No annual report submitted

Position on Board: Vice President, Region 2 – Mid-Atlantic

Name & Organization: Dr. Carissa Forde, Temple University

List the committee(s) you served below: Diversity, Equity & Inclusion committee, Experience Magazine Ad Hoc Task Team

List the members of the committee(s) you chaired, if any:

Region 2 Committee: Sue Ellen Crocker, Office Manager, Career & Professional Development, Virginia Tech, Angela Halls, Cooperative Education Advisor, Drexel University, Holly Logan, Associate Director Career Development, Temple University, Alix Rouby, Director of Internships and Experiential Learning, Shippensburg University, Cody Smith, Assistant Director for Employer Engagement and Recruitment, Virginia Tech

Accomplishments:

Overview

Since April 2024, Region 2 has continued to engage with its members in the Mid-Atlantic region, ensuring they receive support through new and engaging programming. I have connected with new members to make them feel welcomed and to share relevant information about CEIA, including available resources.

Building Connections Beyond the Conference: Since several new members joined after the April 2024 conference, we hosted a post-conference networking event to discuss key takeaways from the annual conference. This session allowed members to connect beyond the conference and provided an opportunity for those who could not attend to learn about new and emerging topics in work-integrated learning.

Supporting Successful Conference Proposals: We worked with individuals to support their conference proposal submissions. We held individual meetings with region 2 members to guide them through the proposal process and provide feedback.

Prioritizing Wellness and Goal Setting: We organized a wellness session to help Region 2 members recharge and prepare for the semester ahead. During this session, members set intentions for the new year, participated in a mini-meditation exercise, created a semester wellness plan, and discussed wellness strategies.

Collaborating with Enterprise Mobility: We connected with our Enterprise Mobility representative to learn about available opportunities and to inform them about region 2, its members, and their needs.

Future Goals

Looking ahead, we will continue to engage with region 2 members via the below activities:

- **Coffee chat: Work-Integrated Learning in a New Administration:** We will host a coffee chat to discuss the current landscape of Work-Integrated Learning under the new presidential administration. This session will provide insights into ongoing developments at various institutions and help attendees better understand emerging trends.
- **Pre-Conference Networking for April 25 Attendees:** We plan to host a session for April 2025 conference attendees to connect before the event. This gathering will provide an opportunity for attendees to network, share expectations, and build connections ahead of the conference.
- **Professional Growth Roundtable: Trends and Strategies in Work-Integrated Learning:** This interactive session will bring together professionals to discuss current trends, challenges, and best practices in Work-Integrated Learning. Attendees will have the opportunity to share insights, exchange strategies, and explore innovative approaches to enhance student success in experiential education.

Conclusion

Region 2 is home to a strong and dedicated group of members committed to supporting students. Together, we strive to engage with one another to share ideas, discuss challenges, and explore innovative approaches in Work-Integrated Learning. Over the past year, we have actively connected as a region to exchange best practices and insights. Moving forward, we look forward to continuing this collaboration, sharing valuable information, and supporting each other's efforts in advancing Work-Integrated Learning.

Position on Board: Vice President, Region 3 – Southeast

Name & Organization: Madeline (Maddie) Tympanick, New College of Florida

List the committee(s) you served below:

Recognition Ad Hoc Task Team (Faculty Championship Award, Rising Star Award)

Regional Vice Presidents

Program and Services Review Ad Hoc Task Team (started January 2025)

List the members of the committee(s) you chaired, if any:

Region 3 Committee

Accomplishments:

Meetings: We successfully hosted bi-monthly virtual meetings in August, October, and December. These meetings were recorded and made available on our website, allowing members who could not attend to access the discussions at their convenience.

Engagement Initiatives: To facilitate meaningful dialogue, we launched a CEIA Region 3 Virtual Meetups Discussion Topics survey. This survey aimed to gather ideas for discussion topics, helping members share best practices and emerging trends to be discussed during our virtual meetups.

Membership Growth: Our first virtual meeting was designed to be inclusive for both current and prospective CEIA members. We kicked off the event with a welcome from the CEIA President, providing an overview of CEIA's history, the Academy, and professional development opportunities.

Partnerships: In collaboration with an Enterprise representative, we presented to the Region 3 membership about the organization’s recruitment needs and ways for members to connect and partner with them. We also featured guest speakers from HospitalityInternships.com, and from Jobs Connected and Experiential One. This can be a model for future sponsorship partners.

Promotions: We actively promoted CEIA webinars, surveys, and professional development opportunities such as the CEIA Annual Conference to all Region 3 members. Sent a call for CEIA Ambassadors from the region to help promote InternBridge’s Employer Survey.

Position on Board: Vice President, Region 4 - Midwest

Name & Organization: Kelly Harper, Cincinnati State Technical and Community College

List the committee(s) you served below:

Professional Development Professional Competencies Sub-Committee, Dean Herman Schneider Award, Past Presidents Committee, MCEIA Fund

List the members of the committee(s) you chaired, if any:

Region 4 Committee

Accomplishments:

- Regional VP training and plan structure – located regional representatives for various CEIA committees including student awards, best practices, membership, etc. Worked on regular communications to the region and outreach to membership which included lapsed members and reengagement of their college or university.
- Assisted with the creation updating professional competency standards for the work-integrated learning practitioner.
- MCEIA Fund for Region 4 – completed the yearly accounting and reconciliation of the fund and forwarded to the CEIA leadership for audit and review.
- Worked on the Association’s SharePoint and our VP of Marketing to use the site as our single point of communication and documentation of board business.

Position on Board: Vice President, Region 5 - Southwest

Name & Organization: Celeste Lindell, Texas Christian University

List the committee(s) you served below:

2025 Conference Committee, Audit Committee, ASCEND Leadership program, Regional Vice Presidents

List the members of the committee(s) you chaired, if any:

Region 5 Committee

Accomplishments:

- Partnered with CEIA Region 6 to cross promote webinars to both regions. Region 6 hosted a webinar with speaker from CareerShift - Region 5 hosted webinar with speaker from [Forage](#).
- Email introductions and conference sponsorship information sent to 2024 SoACE Conference vendors with encouragement to attend/support the 2025 CEIA conference

- ASCEND Leadership Program, group finalized program outline and timeline with launch date in 2025
- CEIA Academy, shared on LinkedIn May 2024
- Follow up with CEIA members met at the 2024 Conference, connected through LinkedIn
- Communicated CEIA benefits at TxCEIA Summer Conference and encouraged involvement
- Invited CEIA members to TxCEIA virtual presentation in November & Virtual Conference in January
- Reposted CEIA News to TxCEIA LinkedIn page and sent email reminders for membership renewals, and conference attendance
- Reposted CEIA News to personal LinkedIn page to promote, Academy in Vail, Experience Magazine, and 2025 CEIA Conference

Position on Board: Vice President, Region 6 - Mountain Plains Region

Name & Organization: Joseph Banks, Utah State University

List the committee(s) you served below:

Audit Committee, Regional VP Committee

List the members of the committee(s) you chaired, if any:

Region 6 Committee

Accomplishments:

- Conducted a webinar featuring Wix Portfolio and a recap of CEIA Conference in May 2024
- Participated in CEIA Bestie Meeting in October (10/25)
- Regional Meeting Held in October to promote proposals and Career Shift
- Disposed of Audit committee paperwork
- Worked with Conference Committee chairman in developing ideas for presenters for Tucson
- Discussed similar professional associations to reach out to.
- Promoted CEIA Academy to Region 6 members through LinkedIn, Email blasts, etc.
- Audit report completed (1/3/25)

Position on Board: Vice President, Region 7 - West

Name & Organization: Ralph Brigham, Southwestern Advantage

List the committee(s) you served below:

Awards

List the members of the committee(s) you chaired, if any:

Region 7 Committee

Accomplishments:

- Participated in selection process for student awards
- Offered Webinar: "Internship Enrollment Processes" Nov. 5, 2024
- Planned and began advertising Webinar: "Enhancing Student Career Exploration Activity with Donor Funds" Feb. 13, 2025

Position on Board: VP Region 8 - International

Name & Organization: Ross Johnston, Beinn Leadership

List the committee(s) you served below:

CEIA Academy, Leadership Development Program Initiative (ASCEND)

List the members of the committee(s) you chaired, if any:

Region 8 Committee (being reformed)

Accomplishments:

- Record membership levels attained for CEIA from Region 8
 - Rejoined the CEIA Board at the end of 2024
 - Re-established connection with CEIA, Region 8 members
 - Promoted CEIA membership renewal, events, conference and research initiatives within region.
 - Provided ongoing input to new leadership development initiative
-

Position on Board: Editor, Experience Magazine

Name & Organization: Nadia Ibrahim-Taney, University of Cincinnati

List the committee(s) you served below:

Experience Magazine

List the members of the committee(s) you chaired, if any:

Experience Magazine: **Editor:** Nadia Ibrahim-Taney, **Marketing Director and Social Media:** Rich Robles, **Editorial Assistants:** Tina Mello (Region 1), Sarah Burrows (Region 1) Carissa Forde (Region 2), Megan Artz (Region 3), Jayne Dressing (Region 4), Kate Larson (Region 6), Michelle Ruder (Region 7), Lisa Brackenridge (Region 8), Anderson Lee (Employer Relations)

Accomplishments:

Since April 2024, Experience Magazine™ has made significant strides in the experiential learning and work-integrated learning (EL/WIL) community. Our mission is to provide a dynamic platform for scholars, practitioners, students, and employers to share insights, engage in discussions, and collaborate on advancing the field.

- **Article Solicitation and Proposal Management:** We successfully solicited calls for articles and managed the proposal process for numerous scholars, resulting in a diverse range of contributions that enrich our content and community engagement.
- **Publications:** We edited and designed two issues in March and October 2024, featuring a total of 15 articles. These publications covered a wide array of topics, reflecting the diverse interests and expertise within the EL/WIL community.
- **Interactive Website Launch:** Our [interactive website](#) now hosts a magazine format that is better suited for online distribution and fosters real-time engagement among readers and contributors.

Future Goals

Looking ahead, we aim to:

- **Expand Contributor Base:** Continue to attract diverse voices from various CEIA regions and sectors within the EL/WIL community to enrich our content. This includes a CEIA Conference 2025 session where the Editor will explain and even workshop proposal ideas with aspiring writers.
- **Enhance Digital Engagement:** Continue to leverage our interactive platform to facilitate deeper discussions and collaborations among readers and contributors.
- **Sustain Publication Frequency:** A consistent and predictable/stable publication is key to increased readership and continuing to attract voices from the field. We seek to sustain our bi-annual publication schedule for the upcoming year.

Conclusion

Experience Magazine™ has made substantial progress in 2024, strengthening its role as a central hub for the EL/WIL community. Over the past year, we successfully established an Editorial Board and updated the magazine's website to optimize user experience, providing a modern and interactive platform for readers. These accomplishments highlight our dedication to enhancing the magazine's impact and accessibility. We are committed to building on this momentum in the coming year.

Position on Board: Associate, Diversity, Equity & Inclusion

Name & Organization: Tiffany Johnson, University of Central Florida

List the committee(s) you served below:

Diversity, Equity, and Inclusion Committee

List the members of the committee(s) you chaired, if any:

DEI Committee: Dr. Carissa Forde, Temple University (Region 2), Jacqueline Broida, University of Utah (Region 6), Samantha Carmer, New College of Florida (Region 3), Lashay Vazquez, University of Central Florida (Region 3), Jessica O'Neill, Florida State University (Region 3)

Accomplishments:

Recognition of DEI Fellows

In April, we honored two DEI fellows, Tirrany Thurmond and Jason Riley, for their outstanding contributions. Both fellows shared their expertise as featured presenters at our annual conference, offering valuable insights on DEI best practices and strategies.

Networking and Engagement

To further cultivate meaningful connections at the conference, we hosted breakfast networking sessions, a breakout session and a mixer, providing opportunities for members to engage in thoughtful discussions and collaboration.

Summer Book Club Meetings

Throughout the summer, we organized three book club meetings, focusing on literature that highlights the importance of diversity, equity, and inclusion. These sessions encouraged open dialogue and deeper understanding among participants.

Fall 2025 DEI Fellows Nominations

In the fall, we launched the nomination process for the 2025 DEI Fellows, broadening our outreach and increasing the number of nominations. As a result, two exceptional individuals were selected to help lead DEI efforts in the coming year.

Committee Member Updates

In January 2025, we updated our DEI committee members to ensure continued progress in advancing our mission. The refreshed committee will play a critical role in guiding CEIA’s DEI initiatives, fostering inclusive leadership, and driving sustainable change.

As we continue to strengthen our DEI efforts, we remain committed to fostering an environment where every individual feels valued, heard, and empowered. These initiatives reflect CEIA’s dedication to building a diverse and inclusive workplace, and we look forward to further progress in the coming year.

History of Cooperative Education and Internships

1800s

- In the latter half of the 1800s the Industrial Revolution was underway. New innovations and technologies created 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 in specific fields become acceptable.
- In 1872 Herman Schneider, founder of the first cooperative education program in the United States, is born in Summit Hill, PA.
- During the late 1800s the philosophical foundation for cooperative education was also taking place. John Dewey, a psychologist and educational reformer, began work that would later become a theoretical foundation for cooperative education.
- In 1899, the cooperative system of education is proposed by Herman Schneider at Lehigh University in Pennsylvania but rejected.
- Herman Schneider arrives at the University of Cincinnati from Lehigh University in 1903 to serve as Professor of Civil Engineering.

1900 - 1950

- Herman Schneider arrives at the University of Cincinnati from Lehigh University in 1903 to serve as Professor of Civil Engineering.
- On September 24, 1906, the first cooperative education program was founded by Dean Herman Schneider at the University of Cincinnati. The program was a structured method of combining academic education and practical work experience, alternating work and school weekly.
- The first co-op class in 1906 had 27 engineering students and 13 companies. Wages were 8-10 cents an hour.
- Co-op was shown to be applicable to fields beyond engineering
- Universities began implementing cooperative education programs through the early 1900s:
 - 1909: Northeastern University
 - 1911: University of Detroit Mercy
 - 1912: Georgia Institute of Technology
 - 1912: Rochester Institute of Technology
 - 1914: University of Akron
 - 1915: University of Cincinnati, Nursing
 - 1919: General Motors Institute (now Kettering University) - the first 100% mandatory co-op program that was owned and operated by a corporation, championed by Charles F. Kettering.
 - 1919: Drexel University
 - 1920: Ohio Mechanics Institute
 - 1921: Antioch College - developed liberal arts co-op
- In 1920, women were admitted to a co-op program for the first time at the University of Cincinnati.
- The Association of Cooperative Colleges, the first professional association for cooperative education, was founded in 1926. The first meeting was held at the University of Cincinnati and Herman Schneider was elected President.
- In 1929 the Society of Promotion of Engineering Education (later ASEE) formed a division called the Cooperative Education Division (CED). This was later updated to Cooperative and Experiential Education Division (CEED) in 2009.

- By 1934, wages for co-op students were 35 cents an hour for a ten-hour work day, a sum of \$13 per week.
- Chaired by Clement J. Freund (ASEE's President from 1948-49), a CED committee published, *The Cooperative System – A Manifesto* in 1946. The publication spelled out the primary principles of cooperative education including a formal definition and the objectives of this system of education.

1950 - 2000

- Jim Wilson of RIT and Edward Lyons of University of Detroit completed the National Study of Cooperative Education. *Work-Study College Program* was published in 1961.
- In 1963 the National Commission for Cooperative Education (NCCE) was founded in to promote co-op and to raise funds. Ralph Tyler was named chairman.
- Also in 1963, the Cooperative Education Association (CEA) 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.
- In 1964 Northeastern University received a Ford Foundation Grant, which allowed for a pilot program in which 75 Black students from the Boston area participated in co-op experiences for a three-year period.
- 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 Cooperative Education became a crucial factor in demonstrating the success of these programs, leading to the establishment of the Journal of Cooperative Education in 1964.
- Title VIII of the Higher Education Act of 1965 provided federal financial resources for the growth of co-op programs. 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.
- During the period of federal funding members of the co-op community spend significant amounts of time in Washington, DC and connecting with legislative members to push the co-op agenda.
- Programs were expanded to allow adult students the opportunity to co-op after the regular workday or on weekend as well as modifying their current job to learn new skills related to their area of study.
- The 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, primarily in two-year institutions.
- In 1969 Cincinnati State Technical & Community College became the 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 was held in London in 1979
- The World Association for Cooperative Education (WACE) was formed in 1983.
- The National Ad Campaign for Cooperative Education in 1985, costing \$30 million, brought cooperative education to the forefront of university and college administrators as well as employers. This public campaign drove progress in establishing partnerships across the country.
- The number of cooperative education programs grew from 277 in 1971 to 1,012 in 1986.
- Employer and Educator Cooperative Education Training Centers opened in five regions of the country training over 30,000 practitioners. In addition, a National Center for Employer Training at the University of Cincinnati and National Commission for Cooperative Education (NCCE) Training Center began.
- 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 positions such as Director, Co-op Coordinator, and Job Developer was completed to help members of the co-op community build and enhance their existing programs through proper staffing
- 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 1990s 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 and corporate relationships for co-op become more difficult to maintain due to turnover and long-standing programs being ended in the 1990s. Budget begins to tighten in higher education making it very difficult to maintain and grow co-op and internship programs.
- In 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's new name CEIA in the late 1990s.
- The National Academy of Work-Integrated Learning (NAWIL) of CEIA was founded to provide professional training to co-op and internship practitioners, now named the CEIA Academy.

2000 - Today

- Some co-op and internship programs moved into Career Services as some administrators perceived this to be beneficial for operational efficiency and budget management, though co-op and internships are academic programs and are typically options or mandatory in institutional curricula.
- Institutions celebrated the 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
- The 60th Anniversary of the Cooperative Education & Internship Association was celebrated in April 2023 at the CEIA Annual Conference in Tampa, FL.
- Currently, approximately 1,000 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.