



CENTER FOR RESEARCH ON  
**College-Workforce Transitions**

# **1ST ANNUAL SYMPOSIUM ON College Internship Research**

Friday, September 28, 2018, 8:30am-6pm

Pyle Center AT&T Lounge

University of Wisconsin–Madison



**Wisconsin Center for  
Education Research**  
UNIVERSITY OF WISCONSIN-MADISON



**School of Education**  
UNIVERSITY OF WISCONSIN-MADISON

# Welcome to the 1ST ANNUAL SYMPOSIUM ON College Internship Research

Thank you for joining us in Madison, Wisconsin for this exciting meeting about research, practice and policy surrounding college internships. This symposium was the brainchild of a group of researchers and career services professionals who recognized the lack of a venue for scholars, practitioners, employers, students, and policymakers to discuss the current state of the research literature on internships. This state of affairs was unsurprising, given that the literature is scattered across disciplines, nations, and the professions, but we felt it was time to convene a meeting given that many feel that we are entering the "era of the internship."

The goals of this first annual symposium are as follows:

- To convey and discuss the current state of empirical research on college internships;
- To cultivate a community of scholars, practitioners, and policymakers involved in studying and implementing college internships in order to provide networking and opportunities for partnership;
- To provide a venue for in-depth discussions regarding critical design, legal, and institutionalized issues related to college internships;
- To put student interests and welfare at the center of debates and policymaking regarding college internships; and,
- To generate a "white paper" that summarizes future needs with respect to applied research on and program design of college internships.

## Schedule of Events

### AT&T Lounge

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8:30 - 8:40	<b>Words of introduction: School of Education</b> <b>Dean Diana Hess</b>
8:40 - 9:00	<b>Welcoming remarks and context of the day</b> <b>Matthew T. Hora</b> (Director, CCWT)
9:00 - 10:00	<b>Research Session #1 - Colleges and Internships:</b> <b>Carrie Shandra &amp; Elizabeth Zachry</b>  Shandra: Results from study of integration of internships w/academic coursework  Zachry: Results from evaluation research of 33 colleges' new internship program design and implementation
10:00 - 10:15	Coffee/tea break, main dining room on 1st floor, lower level
10:15 - 11:15	<b>Research Session #2 - Government/Employers and Internships:</b> <b>Patrick McHugh &amp; John Nunley</b>  McHugh: Results from int'l comparison of French/US internships w/focus on govt regs  Nunley: Results from study of employer demand for internships (resume audit study)
11:15 - 12:00	<b>Student panel:</b> Students from Madison College and UW-Madison will discuss their experiences w/ and recommendations for internship programming
12:15 - 1:15	<b>Lunch &amp; Research Session #3; ITP Sponsored Translational Research Session</b> <b>Tim Strait, Janice Kenyatta, Carrie Shandra</b> and <b>Matthew T. Hora</b> will discuss how research on internships can best meet the needs of practitioners and policymakers. <b>Lunch will be in AT&amp;T Lounge</b>
1:15 - 1:30	Break

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# Schedule of Events

## Various locations

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1:30 - 2:20     **BREAKOUT SESSIONS**

**Remember Me: The Impact of Internships on First-Generation, Minority Students**  
**Dr. Eunika Simons & Jesse Outen | Room 213**

**A Comparison of Unpaid and Paid Internships: Job Design, Satisfaction, and Vocational Development**  
**Sean Rogers | Room 232**

**Public-Private Partnerships for Internships That Benefit Students and Community**  
**Natalie Furlett | Room 112**

**You're going to be a lucky dog at Internship Draft Day**  
**Linda Bartelt & Ann Franz | Room 226**

## AT&T Lounge

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2:30 - 3:15     **Program Design Session #1:** **Janice Kenyatta** and **Tim Alft** will discuss how they have approached the design and implementation of internship programs in their institutions

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3:15 - 3:30     Coffee/tea Break, main dining room on 1st floor, lower level

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3:30 - 4:30     **Employer panel** Employers will discuss their experiences and recommendations for internship programming

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4:30 - 4:45     Concluding remarks, group discussion and proposals for next steps on internship research and network development.

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5:00-6:30     Please Join Us! For an hour of networking, appetizers, bar in **Lee Lounge**

## Breakout Sessions

### **Remember Me: The Impact of Internships on First-Generation, Minority Students**

**Dr. Eunika Simons, Direct of Field Education, Assistant Professor, Mr. Jesse C. Outen, Director of Experiential Learning, Assistant Professor, Benedict College**  
Room 213

Quality internship experiences are an integral part of successful student matriculation and post-graduate success. The impact of engagement in internships is especially critical for first-generation, minority students. Unfortunately, the proliferation of these identified students who are not participating in internships are not as successful as their counterparts when they do participate, put them at a considerable disadvantage when being considered for permanent career opportunities. Ensuring that all of our students are successful in their career transition is not only high stakes for the students but for the institutions that are producing the talent that companies and businesses are looking to employ.

During this session, presenters will identify and discuss:

- Challenges that prevent first-generation, minority students from participating in internships
- Strategies to engage first-generation, minority students to participate in internships and ensure that they are successful when onsite
- The impact on students, institutions, and businesses when first-generation, minority students actively engage in internships

### **A Comparison of Unpaid and Paid Internships: Job Design, Satisfaction, and Vocational Development**

**Sean Edmund Rogers, Ph.D. Spachman Professor of Human Resources and Labor Relations, College of Business, University of Rhode Island**  
Room 232

Dr. Rogers will present findings from recent research comparing the experiences of paid and unpaid interns. During summer 2017, survey data were collected from a Qualtrics panel of 367 college student respondents who completed a paid or unpaid internship between 2012-2017. 183 were unpaid interns, and 184 were paid interns, and the sample represents a wide range of fields including liberal arts, natural and life sciences, business, public administration, health sciences, and others.

As predicted, unpaid interns in the sample reported lower job design quality in the form of less task, knowledge, and social structure than did paid interns. These findings have implications for internship research, for students and college administrators, and for employers.

### **Public-Private Partnerships for Internships That Benefit Students and Community**

**Natalie Furllett, Executive Director, Illinois Campus Compact**  
Room 112

In 2018 Tyson Foods provided grants to Campus Compact and United Way to test a new model of support for high-quality internship experiences. In its pilot summer, the program funded and supported 60 internships at different organizations in 5 communities spanning three states. Presenters will share more about this model and its potential to impact and broad range of community needs and workforce challenges. They will share tips and strategies for structure, recruitment, and making the most of learning opportunities and publicity. Attendees will have the opportunity to consider how to institutionalize effective nonprofit internships as part of their portfolio through private partnerships.

**You're going to be a lucky dog at Internship Draft Day****Linda Bartelt, Executive Director, Northeast Wisconsin Educational Resource Alliance****Ann Franz, Executive Director, Northeast Wisconsin Manufacturing Alliance****Room 226**

Internship Draft Day is an innovative college talent program focused on the recruiting and hiring of student interns. This unique event, now in its fourth year, connects college students to hundreds of internship opportunities with businesses in northeast Wisconsin.

Internship Draft Day is a unique, creative, and original program to connect college students interested in internships with employers wanting to hire highly motivated, skilled talent. All of the internships offered at Internship Draft Day are paid internships at a competitive rate. The uniqueness of the program is that it is more than an event. Why? First, students interested in internships complete a profile highlighting career pathways and a description of their strengths and career interests, such as "my strengths range from being a good team player to being able to take a leadership role when needed". These value statements provide the students an opportunity to uniquely describe their capabilities, skills, and aspirations. Second, employers benefit from seeing these profiles on the Internship Draft Day website and can prepare some very interesting interview questions based on the student's values. Employers now know more about the intern candidate which creates a high quality, in-depth discussion in the interview. And finally, students learn more about organizations in northeast Wisconsin, their products and services, and employers learn more about the vast talent in our colleges and universities.



## Biographies

### Linda Bartelt

Linda Bartelt is the executive director of the NEW ERA, Northeast Wisconsin Educational Resource Alliance, a consortium of the publicly supported colleges and universities serving northeast Wisconsin. Ms. Bartelt is currently a doctoral student at the University of Wisconsin Whitewater, and she earned her Master's degree in business from the University of Wisconsin Oshkosh and Bachelor of Arts degree in Journalism from the University of Wisconsin Madison.

### Ann Franz

Ann Franz is the executive director of the Northeast Wisconsin Manufacturing Alliance. She has led the organization, since its inception in 2006. She has co-authored articles including in Plant Engineering magazine, along with her being cited in numerous publications including Forbes, Industry Week and U.S.A. Today. Ms. Franz earned her Master's degree in Educational Leadership from University of Wisconsin – Oshkosh and her Bachelor of Science degree in Public Relations from Northern Michigan University.

### Natalie Furlett

Natalie Furlett is currently the Executive Director of Illinois Campus Compact, a partnership between 34 Illinois College and university campuses dedicated to upholding the public purpose of higher education. Prior to ILCC, Natalie spent time building student-community ties at Northwestern as the Coordinator of Student Community Service before taking on the role of Associate Director of the Norris Center for Student Involvement.

### Matthew Hora

Founding Director of CCWT, Dr. Matthew T. Hora is an Assistant Professor of Adult and Higher Education in the Department of Liberal Arts and Applied Studies at UW–Madison, and a research scientist at the Wisconsin Center for Education Research. After several years of experience in organic agriculture and food systems research, he received his master's degree in applied anthropology from the University of Maryland - College Park. Dr. Hora then worked as a program evaluator of public health and STEM education initiatives before earning his Ph.D. in the learning sciences from the Department of Educational Psychology at University of Wisconsin-Madison in 2012.

### Janice Kenyatta

Janice Kenyatta has served as the Experiential Learning/Internship Manager at Northampton Community College in Bethlehem, PA since 2013. An experienced educator and administrator with over 40 years' experience in career and technical education, Janice taught high school business education and adjunct business courses at several community colleges, and for six years she served as Supervisor of Career and Technical Education at Essex County Vocational & Technical Schools located in northern New Jersey. Janice has a Master's degree in Business Education and holds post-graduate supervisory certifications in Career and Technical Education in New Jersey and Pennsylvania.

## Patrick McHugh

PhD in labor & industrial relations, Michigan State University, is an associate professor of management at the George Washington University School of Business. He received a BS in business administration at Bowling Green State University and an MA in economics from Washington State University. He has served as a consultant to private sector firms, government agencies, nonprofits, and several labor organizations, such as Ford Motor Company, Federal Mediation and Conciliation Service, UAW-Ford National Education and Development Training Center, American Pharmacists Association, and the American Federation of County and Municipal Employees Union.

## John Nunley

A Professor of Economics at the University of Wisconsin - La Crosse (UW-L). Teaches courses in the general area of microeconomics and econometrics. Primary research field is labor economics. Currently, his research focuses on younger and older workers, which includes examining the determinants of labor-market opportunities facing recent and newly-minted college graduates, the economics of internships, and whether and to what extent peer retirement behavior influences individual retirement timing.

## Jesse Outen

Jesse C. Outen, M.Ed., Columbia, SC – Jesse Outen has over 20 years' experience as an educator helping to advance effective educational programming through local communities, school districts, institutions of higher education, and state government. He is currently the Coordinating Director for Experiential Learning in the Career Pathways Initiative and Service-Learning Program at Benedict College and Assistant Professor in the School of Education, Health and Human Services at Benedict College.

## Sean Rogers

Sean Edmund Rogers is the Spachman Professor of Human Resources and Labor Relations, and an associate professor of management, in the College of Business at University of Rhode Island. His research interests include unions and labor-management relations in higher education and the airline industry, employment discrimination and workplace diversity, and volunteerism. He received his Ph.D. in industrial relations and human resources from Rutgers University, and is a certified Senior Professional in Human Resources (SPHR) as well as a Society for Human Resource Management Senior Certified Professional (SHRM-SCP).

## Carrie Shandra

Carrie Shandra, Ph.D., is an Assistant professor of Sociology at Stony Brook University. Her research is broadly focused on understanding work and life course inequalities in the United States, particularly as they occur during the transition to adulthood and among individuals with disabilities. Her research on work includes both paid employment and other forms of productivity that may not be compensated in the market - including care work, housework, and volunteering. She is also interested in understanding young adults' early labor force participation and the factors that promote future employment.



## Eunika Simons

Eunika Simons currently serves as the Director of Field Education at Benedict College, Social Work Department. She has also served as adjunct faculty for the University of South Carolina, College of Social Work since 2004. Eunika is completing her doctoral studies in Health Services Policy and Management in the Arnold School of Public Health at the University of South Carolina. Eunika received both her Bachelor's degree in Interdisciplinary Studies and her Master's degree in Social Work and Public Health from the University of South Carolina.

## Tim Strait

Dr. Tim Strait is coordinates the Department of Workforce Development's Wisconsin Internship Initiative. Prior to joining the Internship Initiative, Dr. Strait was a faculty member at Edgewood College for 12 years and at the University of Wisconsin-Platteville for five years. In addition to coordinating the Wisconsin Internship Initiative, Dr. Strait serves on the Wisconsin Society of Human Resources Management's Board as Director of Workforce Development Issues and on the Wisconsin Career Development Association Board of Directors as the Director of Counselor Education and Continuing Studies.

## Elizabeth Zachry

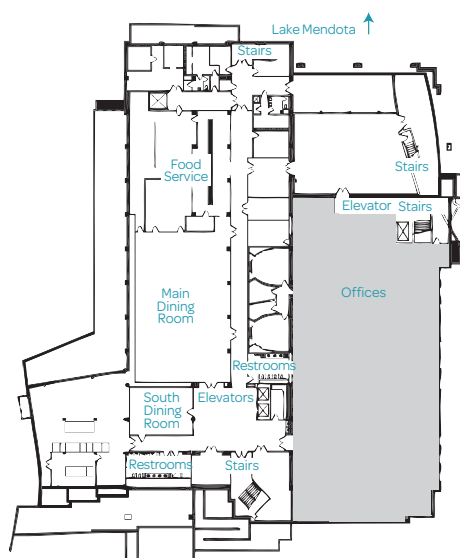
Zachry Rutschow is a lead in MDRC's research on developmental education, adult basic education, and GED preparation. She is the director of several projects in these areas: (1) an evaluation of the Dana Center Mathematics Pathways (2) the College Readiness Internship project; (3) a scan of promising adult basic education programs in California; and (4) the lead for reports analyzing the landscape of developmental education reform in the nation for the Center for the Analysis of Postsecondary Readiness (CAPR).

### **Registrants represent companies, universities and colleges all over the country, including:**

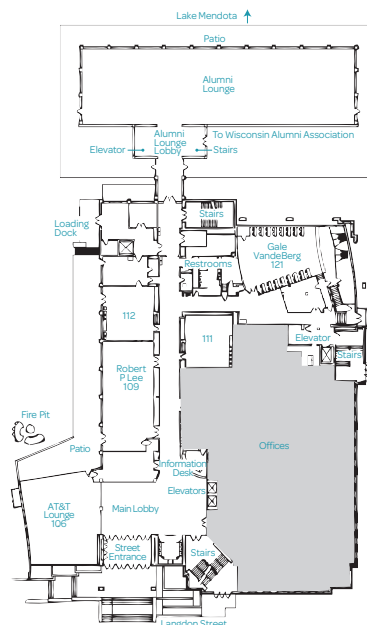
Waukesha County Technical College, UW- Madison, Braven, Madison Area Technical College, University of Wisconsin-La Crosse, University of Wisconsin-Oshkosh, Northeast Wisconsin Educational Resource Alliance, The Chicago School of Professional Psychology, University of Wisconsin-Stevens Point, Tennessee State University, University of Wisconsin-Whitewater, Wisconsin Community & Technical College, American Family Insurance, Northeast Wisconsin Technical College, University of Wisconsin System, Northern Illinois University, Charter Manufacturing - Steel Division, NEW Manufacturing Alliance, Illinois Campus Compact, Loggerhead Deco, Claflin University, Boys & Girls Club of Dane County, Xavier University of Louisiana, Wisconsin Legislature, Northampton Community College, Great Lakes Higher Education Guaranty Corporation, Blackhawk Technical College, Metropolitan State University, Alverno College, UW-Milwaukee, Marquette University, George Washington University, St. Norbert College, Benedict College, University of Wisconsin-Green Bay, University of Rhode Island, Gettysburg College, College of Wooster, American Indian College Fund, State University of New York at Stony Brook, Bill & Melinda Gates Foundation, UNCF, Department of Workforce Development, University of Wisconsin-Parkside, MDRC, Moraine Park Technical College and Dillard University.

# PYLE CENTER

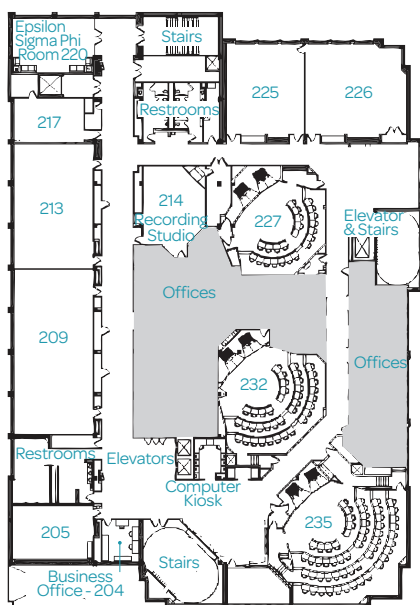
## Lower Level



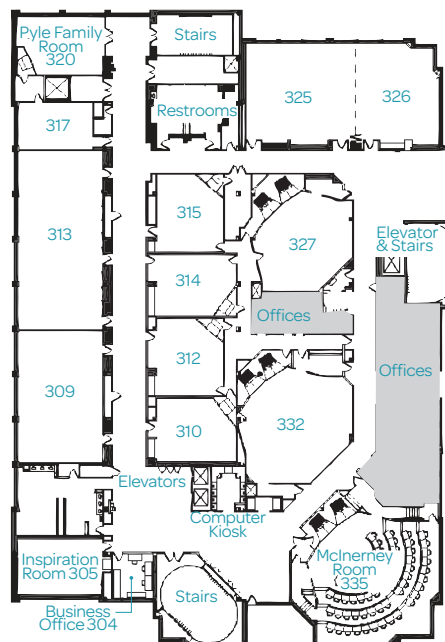
## First Level



## Second Level



## Third Level





CENTER FOR RESEARCH ON  
**College-Workforce Transitions**

## Mission

The mission of the Center for Research on College to Workforce Transitions (CCWT) is to conduct and support applied research, critical policy analysis, and public dialogue on student experiences with the transition from college to the workforce in order to inform policies, programs, and practices that promote academic and career success for all learners.

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The Center was launched in early 2017 at a time when student employability, skills gaps, changes in the labor market, the future of higher education, and lifelong learning were being discussed and debated around the world. Yet absent from many of these debates are the voices and experiences of those most implicated in the future direction of higher education-workforce dynamics: those of students themselves. Through a growing translational research program, monthly seminars, and events like this Symposium on College Internship Research, CCWT aims to fill this gap by putting students' voices, experiences, and long-term goals and needs at the heart of debates about college, skills, and careers.



**Wisconsin Center for  
Education Research**

UNIVERSITY OF WISCONSIN-MADISON

**1st Annual Symposium on  
College Internship Research Co-sponsors:**

Interdisciplinary Training Program in the Educational Sciences (ITP) at UW-Madison, WI Internship Initiative (WI DWD), SuccessWorks (UW-Madison, College of Letters & Sciences), WISCAPE (UW-Madison, School of Education).



**SuccessWorks**  
at the College of Letters & Science

**WISCAPE**  
Wisconsin Center for the Advancement  
of Postsecondary Education



CENTER FOR RESEARCH ON  
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