2008 Annual Conferences in the Planning Stages

Call for Volunteers:

MC-ICE ANNUAL Gatherings 2008

MC-ICE Drive-In Workshop  Thursday, June 5, 2008  9:00 a.m. – 4:00 p.m.
Western Michigan University, Engineering Facility
Chair: Tom Demmon GVSU

MCEIA Annual Conference  October 27-29, 2008  Atheneum Hotel  Detroit, MI
Co-Chairs: Peg Pierce, UDM
Rita Bantom, U of M-ICPSR

MCEIA 2008 Conference

The 2008 conference will be held right here in Detroit at the Atheneum Hotel, October 27 – 29, 2008. We are in need of volunteers to help in planning this 2008 conference, and to showcase what Detroit and Michigan has to offer. If you would like to help, please don’t hesitate to contact me at

maureen.johnson@wayne.edu.

Maureen Johnson
Wayne State University
Career Services
1001 FAB
Detroit, MI 48202
313- 577-3390
313-577-4995 fax
www.careerservices.wayne.edu
I’m back, after many years serving on committees and various projects, as the MC-ICE Board of Trustees (BOT) has nominated me your 2007-08 President. After close to 20 years since my last Term as President, I feel like a newcomer to this position. However, I have remained actively involved in the organization during that time and I feel very comfortable leading us into 2008. We are very fortunate to have a wonderful Executive Committee as well as an impressive BOT for 2007-08. We are working to make MC-ICE the best professional organization you affiliate with annually. There are still openings on the BOT that need to be filled as you can see below. Please help us out in anyway that you can.

**Executive Committee**

Past President - Tom Demmon, Grand Valley State University  
President - Robert S. Penkala, Macomb Community College  
President Elect – Lisa Phillips, Kettering University  
Treasurer – Nancy Stupsker, Henry Ford Community College  
Recording Secretary – Darren Heartwell, Kettering University  
Corresponding Secretary – Diane Grimord, Wayne State University

**Board of Trustees**

**Region 1**  
**School Representatives**  
Henry Ford Community College – Nancy Stupsker  
Lawrence Technological University – Jennifer Cunningham  
Macomb Community College – Robert S. Penkala  
Oakland Community College – Willie Lloyd  
University of Michigan Dearborn – Patti Jones  
University of Detroit Mercy – Peg Pierce  
Wayne State University – Diane Grimord

**Employer Representatives**  
Northwestern Mutual Financial Network – Judy Wood  
Domino’s Pizza - Jessica Rowland

**Region 2**  
**School Representatives**  
Central Michigan University – Brian Partie  
Delta College – Jeannie Mallak  
Kettering University – Lisa Phillips

**Employer Representatives**  
Delphi Steering - Sarah Maday

**Region 3**  
**School Representatives**  
Cleary University – Lisa Mangigian  
Michigan State University – Bernadette Friedrich

**Employer Representatives**
The Michigan Council for Internship & Cooperative Education (MC-ICE) continues to be very busy executing a set of planned goals and objectives. These can be found at http://www.mcice.org/strategicplan.aspx for your review. As a result of this the entire Board of Trustees has been engaged in another very active year! We can use all of the help that comes our way. If you are interested in becoming involved at any level, please contact me or any member of the Board directly.

We will be continuing our strategic planning and have set a number of goals to promote the benefits of cooperative education and internships, more specifically,

- to promote awareness of MC-ICE and our organization mission,
- to provide a professional structure to the organization enhancing the efficiency and the productivity of the organization.

**MC-ICE Mission**

Promote the advancement of cooperative education and internships within the State of Michigan.
Partner with Michigan business and industry, education, labor, state government and professional organizations.
Educate employers, educators, students, parents and government of the academic, career development and economic benefits of cooperative education and internships.
Advocate the benefits of cooperative education and internships for employers, educational institutions, students and government

During 2007-08 the BOT will be focusing on an extensive action item list that has been developed over the past few years. The focus will be on:

- continuing to enhance the MC-ICE website and services provided through the website
- automating the MC-ICE At A Glance for easier searches by employers and schools.
- continuing to develop partnerships with organization such at Detroit Regional Chamber and Automation Alley.
- continuing to offer a virtual job fair for MC-ICE employers and students.
- developing and maintaining an archival process for MC-ICE historical documents.
- develop a succession plan for leadership of MC-ICE.

This will take a great deal of time and hard work. The more volunteers we have the easier it will be and the more input we will have to make MC-ICE the best it can be for our members.
The MC-ICE BOT meets quarterly to discuss the progress of the organization. The 2007-08 schedule is listed below.

2008 Board of Trustees Meetings:

Cleary University  
Wednesday, February, 20, 2008  9:30 a.m. – 3:00 pm.  Howell, MI

Macomb Community College  
Thursday, April 17, 2008   9:30 a.m. – 3:00 p.m.  Warren, MI

Kettering University  
Wednesday, July 16, 2008  9:30 a.m. – 3:00 p.m.  Flint, MI

Invitations are sent 30-days prior to the meeting. All MC-ICE members are invited. Please call for RSVP to reserve a complimentary lunch for all participants. We hope you are able to join us!

As you can see, this will be an exciting year for MC-ICE. If you have not submitted your membership for 2007-08 this is your opportunity to show your support of the mission of this organization with a nominal monetary investment. For your convenience, a MC-ICE membership application form is enclosed for your organization. You may also find membership information at http://www.mcice.org/pdf/become_a_member.pdf

Lastly, enclosed is a list of MC-ICE Committees that would welcome your talents. Don’t be afraid to get involved, we have various levels of participation. You will find that active participation makes membership more fun and will allow opportunities to network with professionals committed to cooperative education and internship programs.

If you have any questions please do not hesitate to contact me. I look forward to hearing from a and working with all of you!

COMMITTEE INVOLVEMENT
We need you to become involved in a MCEIA Committee. Please check out the website at www.mceia.org/committees.html and contact one of the committee chairs to let them know of your interest. This is a great way to make a contribution to the field and get to know your colleagues along the way! There is always a need for more people. Consider becoming involved in MCEIA.

MCEIA 2008
It will be time again to plan the MCEIA Conference for 2008. Several MC-ICE members have already begun work on selecting a site and dates for the conference. I will be reporting our progress at the February 2007 MCEIA Board of Governors Meeting. If you are interested in helping plan the conference (we need lots of helping hands), please contact me. I will get you in touch with the conference planning committee. Many thanks to Peg Pierce, Rita Bantom and many other who have begun work on this project. MCEIA 2008 will be a great conference, as MC-ICE will also be celebrating its 25th anniversary. You may contact me at penkalar@macomb.edu or by phone at 586.445.7636
The MC-ICE Internship & Co-op Challenge for 2007 was a great success!

Kettering University wins the MC-ICE Internship & Co-op Challenge for 2007

It was a wild day at Kettering University on August 3rd for the MC-ICE Internship & Co-op Challenge. This year we had 7 teams with multiple teams from Peter Basso & Associates and Quicken Loans. There were also teams from Thomson Tax & Accounting, Kettering University, and ICPSR.

Congratulations to Kettering University, who received first place for the competition. Second place was awarded to Peter Basso & Associates and Quicken Loans received third place.

Thank you to everyone who assisted in putting this day together. A special thanks to David Thomas from ICPSR for his assistance as co-chair and to Stephanie Hammond & Stephanie Toma from Quicken Loans for their help in planning the event.

We would also like to thank our event sponsors, Macomb Community College, Ferris State, and Kettering University.

Lisa Phillips
MC-ICE Challenge Chair
lphillip@kettering.edu
(810) 762-7864

We look forward to seeing you at the Challenge next year!

So don’t hide away! Come out and compete!
MCEIA Update

MCEIA Annual Conference

Jack Crusoe, retired Wayne State University Executive Director of Counseling and Placement Services, was presented the MCEIA Don Hunt Lifetime Achievement Award at the MCEIA 2007 Annual Conference Banquet on November 6, 2007 in St. Louis. Jack made many contributions to experiential education over a career that spanned 34 years. His career in cooperative education and internships began at the University of Detroit in 1967. For the next eight years, he progressed from a Co-op/Placement Coordinator to the rank of Associate Director. In 1975, he joined Wayne State, where he spent the remainder of his career, retiring in 2001. A noted leader in the field, Jack served as Founding Chair and Past President of the Midwest Cooperative Education Association, among other leadership roles, and was known as an author who regularly contributed to professional publications. His much sought-after Cooperative Education Salary and Benefits Survey, Midwest Region, was a groundbreaking document for the day. He continued publishing it until 1993. Additionally, Jack has mentored several current directors at prominent institutions.

MCEIA Employer Survey
This past August, The Strategic Planning Committee, under Al Stamberg’s leadership developed an MCEIA Employer Survey. Al assembled a committee, comprised of both educators and employers, whose experience and expertise leads them to believe that the next several years represent a rare window of opportunity to draw employers into MCEIA. This is due to an increasing need of employers to affiliate with colleges and organizations like MCEIA in order to meet upcoming college graduate shortfalls in many majors. These shortfalls will be caused by Baby Boomers retiring and not enough workers to take their place at the beginning of the employment “pipeline”. Internships and co-op, of course, can provide a meaningful early start to the recruitment process.

An employer survey was sent to 200 Midwest employers who represent potential members of MCEIA. The goal of the survey is to: 1) determine whether employers are aware of MCEIA and its services, 2) evaluate hiring trends, and 3) identify internship/co-op needs that employers have which we as an organization are not currently meeting.

I solicited employers from several MC-ICE members to get a good representation of Michigan employers. Thirty employers were submitted to take part in the survey. Thanks to Lisa Phillips, Bernadette Friedrich, Patti Jones, Fred Sitkins and Brian Partie, Jr.

Diversity Grant
The WISDOM Diversity Grant supports the MCEIA commitment of diversity within the organization and the area of experiential education by providing up to two (2) first-time minority attendees the opportunity to attend the annual conference and become a member of MCEIA for one year. This is a great opportunity to check out for the MCEIA 2008 Annual Conference in Detroit MI, October 26th - 28th.
More information can be found at www.mceia.org.

Star Fun
The purpose for which the Star Fund is formed and for which it shall exist is to operate solely and exclusively as a charitable and educational organization, not-for-profit, with the power to administer, hold, invest and reinvest such funds that may be received by it in gifts, bequests, grants, contributions or otherwise, which together with the earnings shall be used exclusively for charitable and educational purposes or in the administration thereof; and particularly for scholarships, student aid, research funds, and assistance to students in the development of educational work or and for the benefit of MCEIA.
To contribute to this fund, please make check payable to MCEIA Star Fund and mail to:
Dianna Cooper-Bolinskey
Indiana State University Career Center
567 North 5th Street
Terre Haute, IN 47809
Phone: 812-237-2586
A college experience is preparation for a career and for life. Cooperative education, in my experience, is the best way to educate future members of the work force. The co-op structure reflects the “learn-use-test” process that I have been taught. However, such an experience is less meaningful if it does not incorporate certain structures that give it specific purpose, and actually give the cooperatively-educated student an advantage over a conventionally-educated student. The most important factors of my industrial engineering (IE) co-op experience, thus far at Delta Systems Inc. in Streetsboro, Ohio, have been the basic skill training, my enthusiastic and motivated superiors, the work opportunities where I have been given responsibility, and the focus and goals that outline each term of work.

As part of each co-op work term, I have been required to make presentations of my study findings and of my project progress. The format of these presentations has varied based on the audience from completely informal to a more formal format presented to top management in the company. Internal training at Delta has helped me to compile my previous knowledge of public speaking with what is specifically expected on the job. Further, my manager, Paul Korcuska, has guided me using what he has learned through his own professional development so that I can appear perfectly competent and knowledgeable. This is a different level of experience than what I could have obtained through classroom practice. Nothing can replace this real-life experience for me.

My co-op experience has been greatly enhanced by my manager, Paul. He is motivated by his love for IE work and shares his passion by teaching me the real-world technical skills I know thus far. I would consider Paul to be my professional mentor. Paul implicitly trusts my insights and input regarding the issues we observe on the shop floor because I have shown him my own passion toward the IE profession. Paul allows me to experiment with different ideas that I formulate, some of which are inspired by my experiences at school, some by my own curiosity. Further, when I perform a detailed analysis and offer improvement suggestions, he takes them seriously and guides me toward implementing those which he sees are priority. I enjoy having earned the trust to act on my thoughts and learn from them.

The best part of my experiences has been the defined focus and goals that accompany each work term. They guide my projects, learning objectives, and overall efforts. All goals defined are specific, measurable, attainable, realistic, and tangible. This allows my progress to be measured, and it gives me confidence in progressing toward completion.
In addition, the number of days is defined as far as how my time is divided toward each goal. This is especially helpful in allowing me to stay busy, not falling into a state of boredom and inactivity that plagues so many co-op experiences. With such a guide, I am able to find purpose in all that I do. I am not simply working; I am working toward something that makes a difference.

**From my experience, I would like to share my personal lessons learned:**

**Insist on a focus** – As stated above, a term focus has helped me greatly to get the most out of my time and effort. It provides a clear agreement of activity for you, the co-op student, and also defines how the company, and all its functions, will help you achieve your goals.

**Explore all areas of a company** – Time spent as a co-op is when you learn how your company, or how any company, works. There are many functions carried out by a firm, and understanding how they all interact is critical to understanding the company as a whole.

**Get to know people** – As a newcomer in any workplace, you gain credibility and trust by establishing good working relationships with and leaving a positive impression on people. Any work that you do will involve others, so it is very important that you establish positive relationships.

**Use your eyes** – Many people develop blind spots at work that are very easy to see as an outsider with a fresh set of eyes. By asking questions, you learn the processes and concepts while you question them at the same time. Old ways of doing things are brought into light, which, very often, are gold mines for improvement.

**Be considerate** – As a co-op student, you are not dealing with high school or college students, but rather professionals. You should maintain yourself as a patient, considerate person. You are still in school, and there may be theoretical concepts that you understand better than others in the workplace. However, there are undoubtedly many practices that you will not understand and to which you could object. Choose your forum wisely when you deal with the differences in knowledge levels. Some would say that it is as important to learn about how the company works as how office politics works.

**Show enthusiasm** – Find someone you admire for their work, or the way they do their work, and follow them closely. Take sincere interest in what they do, and ask how you can help. Put solid effort toward what you see as interesting and worthwhile. Now is the time to take advantage of the opportunities you come across. Do not close yourself off from them.
Now is the time to start encouraging your students to write their essays and for you to nominate your employer and Don Hunt Award Candidates.
MC-ICE Carol Quandt Essay Contest Winners

This essay contest was instituted in 1992 to honor the retirement of Carol Quandt from the University of Michigan – Dearborn and her years of dedication to co-op and always putting the students first. The Essay contest is available to all currently enrolled students who are participating in or have completed a co-op or internship assignment through an Institution of Higher Education in Michigan, or they have completed a co-op or internship in a Michigan location. Students compete in an essay contest and are given a topic to write about. Essays are evaluated and scored by MC-ICE members and students are awarded a cash prize for a First, Second or Third place standing.

First Place Winners:

2007 Marcus Ritosa       Kettering University
2006 Aaron Wilkerson     Grand Valley State University
2005 Jason Goodrich       University of Michigan A2
2004 Marlise Beauduen   University of Michigan Dearborn
2003 Frank Judge       University of Michigan, Dearborn
2002 Sarah Smith             Central Michigan University
2001 Seth Woodward      Kettering University
2000 Matthew Coffer         Kettering University
1999 Andrew Caulk     Wayne State University
1998 Kevin Kennery          Kettering University
1997 Anita O“Brien           University of Michigan Dearborn
1996 Samuel Swartz University of Michigan Ann Arbor
1995 Debra Gardner       Kettering University
1994 Arthur Martin University of Michigan Ann Arbor

Employer of the Year Award

This award was established in 1966 by a subgroup of school members on the MCCE Executive Board. This award recognizes the outstanding contributions by an employer organization for their efforts in promoting and sustaining quality cooperative education programs in the State of Michigan.

2007   Quicken Loans
2006   Alticor Corporation
2005   Masco Corporation
2004   no award given
2003   Visteon Corporation
2002   Siemens Dematic-Rapistan Division
2001   Dupont
2000   Delphi
1999   Michigan Department of Transportation
1998   Dow Chemical
1997   General Motors Corporation
1996   EDS

Don Hunt Service Award was created to recognize a member of the Michigan Co-op and Internship community for significant contributions in promoting and sustaining the cooperative education and internship philosophy in Michigan. The recipient must have demonstrated initiative for co-op/internship activities which benefit Michigan, shown support for the Michigan Council, encouraged employer development
Don Hunt Service Award Winners:

Don Hunt Service Award was created to recognize a member of the Michigan Co-op and/or Internship community for significant contributions in promoting and sustaining the cooperative education and internship philosophy in Michigan. The recipient must have demonstrated initiative for co-op/internship activities which benefit Michigan, shown support for the Michigan Council, encouraged employer development in Michigan, served as a mentor to Michigan co-op/internship professionals and been involved in associations at the regional or national level. This award was first presented in 1992 and is named in honor of Don Hunt, Dean Emeritus from the University of Detroit Mercy, in recognition of his 50 years of service in the field of Cooperative Education.

2006 Bernadette Friedrich  Michigan State University
2005 Lisa Skowrinski     Oakland Community College
2004 Patricia Jones      University of Michigan Dearborn
2003 Bob Penkala         Macomb Community College
2002 Charlotte Whitney   University of Michigan
2001 Nancy Stupsker      Henry Ford Community College
2000 Diane Grimord       Wayne State University
1999 Carol Quandt        University of Michigan Dearborn (retired)
1998 Les Leone           Michigan State University
1997 James Varty         Macomb Community College
1996 Deltrinee Moore     University of Detroit Mercy
1995 Dan Sveller         Ford Motor Company
1994 No award given      
1993 Jack Crusoe         Wayne State University
1992 Phillip Lavendar    Kettering University (GMI)
MC-ICE
Michigan Council for Internships and Cooperative Education

WANT TO GET INVOLVED?

MC-ICE encourages its members to get involved. When members get involved, they have an opportunity to influence the direction of the organization as well as meet and network with other members. There are several activities in which you can participate. Here is a listing of our current committees. Please check-mark the committee(s) in which you have an interest.

☐ AWARDS AND RECOGNITION COMMITTEE
Responsible for the coordination of the Don Hunt and Employer of the Year Award, as well as the Carol Quandt Student Essay Contest.

☐ MICHIGAN COUNCIL CHALLENGE EVENT COMMITTEE
Responsible for the coordination of the annual Co-op Challenge, a networking and co-op community building event held in late summer.

☐ COLLEGE-EMPLOYER RELATIONS COMMITTEE (formerly Employer Recruitment)
Responsible for seeking methods for improved working relations and information exchanges between educators and employers.

☐ DRIVE IN WORKSHOPS COMMITTEE
Responsible for planning workshops, seminars, conferences, professional development and activities (typically two a year).

☐ MARKETING
Responsible for improving awareness of cooperative education and MCCE through promotion materials and publicity releases.

☐ MEMBERSHIP COMMITTEE
Responsible for maintaining membership records, providing mailing labels, and publishing and distributing annual directory and addendum.

☐ ONE-TIME-TASK
Don’t have much time? Several activities are regularly listed. You would be contacted based on your availability and interest.

Name:_____________________________________________________________
Company:__________________________________________________________
Address:___________________________________________________________
Phone:_________________________  Fax:_______________________________
E-mail:_____________________________________________________________

Please return this form to:
MC-ICE
Diane Grimord, Co-op Coordinator
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