Message from the Chair

As I write this address to the MCCE community, I am both appreciative and honored to follow in the footsteps of our past chair, Charlotte Whitney, and all of the chairs who preceded her. Over the past 18 years, MCCE has had a very active and dedicated membership who have brought awareness of the benefits of cooperative education and internships to students, educational institutions, governmental agencies and employers throughout the State of Michigan and beyond. This past year was no exception, as we undertook one of our largest endeavors to date; building a membership-wide web co-op recruitment system for linking employers and their co-op/internship needs with schools and students. In addition, the first annual Michigan Co-op Challenge was held and MCCE members took an active role in providing outreach and information about cooperative education to high school students throughout the state at various College Nights.

For the coming year, we have ambitious goals for the organization. Over the past couple of years, active membership by our employer constituents has declined. In order for our organization to be vibrant and continue moving forward, we need strong representation from employers, as they are a vital piece in providing strong co-op/internship experiences. One of the primary goals we have this year is to greatly increase employer membership and participation. The launching of our new co-op job recruitment web system (www.coopjobs.org) will be a key recruiting tool, as will increased marketing efforts by MCCE.

Expanding and solidifying our membership base will provide a strong foundation for MCCE programming efforts of the future. I encourage you to make an extra effort this year to recruit new members, particularly employers from your area. If you are not currently a member of MCCE, please contact me. I would love to share with you the benefits of the organization. And finally, I challenge you to take an active role in MCCE. The organization is filled with people who are passionate about cooperative education, work hard at advancing its cause, and have loads of fun doing it.

I look forward to working with you this year.

Chris Plouff
MCCE Chair
Michigan Co-op Challenge 2001
Michigan Council for Cooperative Education

2001 Michigan Co-op Challenge
(Sponsored by Michigan Council for Cooperative Education)

Watch for pictures spread throughout this issue

Review and Final Results

On August 10, the Michigan Council for Cooperative Education (MCCE) held the second annual Michigan Co-op Challenge, hosted by Kettering University in Flint, Michigan. We had a gorgeous day for the event and a lot of fun was had by all. There were eight teams that participated: Grand Valley State University, Henry Ford Community College, Ford Motor Company/Kettering, Oakland University, University of Detroit Mercy, University of Michigan-Dearborn, University of Windsor and Wayne State University. Teams consisted of at least six participants (a minimum of two participants of each gender) from the sponsoring school/company. Over 70 students participated in the event this year. Teams competed in events such as volleyball, basketball hotshot, punt/pass/kick, darts, Frisbee toss, golf ball run, trivia challenge, problem solving and team skits.

The winner of the Phillips Cup this year was the University of Detroit Mercy (last year’s winner was Wayne State University). It was a fun, hard-fought competition this year, and congratulations go out to the Titans and their team captain, Kelly Counsellor. Final results for all teams are posted below, along with a breakdown of top finishers in each event.

The day was a success because of the help of many volunteers from the MCCE family, too numerous to list here, who helped with scoring of events and set-up/clean-up. Thank you to Kettering University for hosting the event again this year, particularly Dave Stewart, Director of Recreation Services, and his staff. A very special thank you to the committee who helped pull this event together, especially Lisa Phillips from Kettering who was responsible for arranging the food, T-shirts and awards (and whom the traveling team trophy is named for). And last, but not least, thank you to all the students who participated and the sponsoring institutions for making this a memorable day.

We look forward to more good times at the 3rd annual Michigan Co-op Challenge next summer!

The Co-op Challenge Committee:

Chris Plouff
Grand Valley State University

Bernadette Friedrich
Michigan State University

Lisa Phillips
Kettering University

Rick Korkizko
Macomb Community College
Final Results:

University of Detroit Mercy  889 points
Ford Motor Company/Kettering  872 points
Grand Valley State University  837 points
Wayne State University  783 points
Oakland University  764 points
Henry Ford Community College  750 points
Wayne State University  764 points
University of Michigan-Dearborn  594 points

Volleyball
1st (150 points) University of Detroit Mercy (tie)
Ford Motor Company/Kettering (tie)
3rd (125 points) Grand Valley State University

Basketball Hotshot
1st (107 points) Wayne State University
2nd (75 points) University of Detroit Mercy
3rd (69 points) Ford Motor Company/Kettering

Punt, Pass & Kick
1st (116 points) University of Detroit Mercy
2nd (115 points) Grand Valley State University
3rd (109 points) Wayne State University

Darts
1st (101 points) Wayne State University
2nd (89 points) Ford Motor Company/Kettering
3rd (86 points) Oakland University

Frisbee Toss
1st (80 points) Ford Motor Company/Kettering
2nd (75 points) Henry Ford Community College
3rd (65 points) University of Detroit Mercy

Problem Solving Event
1st (90 points) Oakland University (tie)
University of Detroit Mercy (tie)
Wayne State University (tie)

Trivia Challenge
1st (85 points) Grand Valley State University (tie)
Oakland University (tie)
University of Michigan-Dearborn (tie)
Golf Ball Run
1st (95 points)  University of Detroit Mercy
2nd (90 points)  Grand Valley State University
3rd (85 points)  Oakland University

Skits
1st (188 points)  University of Windsor
2nd (187 points)  Ford Motor Company/Kettering (tie)
                University of Detroit Mercy (tie)

The List Serve (A Continuing, Continuing Appeal)
We need to make sure that everyone is on the list serve. If you receive messages – Good. If you never receive anything on email from mcce@egr.msu.edu then please send me your email at gunn@egr.msu.edu to get yourself added to the service.

News from Members

Co-op Program Assessment at UM-Dearborn
By Patti Jones

Assessment of student learning is an ongoing part of the co-op program in the College of Arts, Sciences, and Letters at UM-Dearborn. For the academic year 2000-01, 91% of the students evaluated their co-op assignments as excellent or good. This is probably quite standard across the board in co-op programs but we remind the administration that we have data like this on hand.

The students’ evaluation instrument also queries student satisfaction in particular skill development areas. The results this year are:
<table>
<thead>
<tr>
<th>Outcome</th>
<th>Percent of students recorded a 4 or 5 (on a scale of 1-5)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gained interpersonal skills</td>
<td>94%</td>
</tr>
<tr>
<td>Gained professional skills</td>
<td>93%</td>
</tr>
<tr>
<td>Gained communication skills</td>
<td>93%</td>
</tr>
<tr>
<td>Helpful to me personally</td>
<td>93%</td>
</tr>
<tr>
<td>Helpful to career</td>
<td>92%</td>
</tr>
<tr>
<td>Gained ability to work in professional environment</td>
<td>90%</td>
</tr>
<tr>
<td>Gained career-specific skills</td>
<td>88%</td>
</tr>
</tbody>
</table>

We’re keeping this information on hand so we can use it to our advantage. We send our assessment information to several offices on campus, such as Admissions, department chairs, Institutional Advancement, the Assessment Council, and anyone else who’s interested.

The MCCE Annual Meeting will be held in Port Huron, Michigan – June 6 & 7 at the Thomas Edison Inn. Put those dates on your calendar immediately.
MCCE is proud to announce the Student of the Year, Seth Woodward from Kettering University. The second-place winner was Chris Schultz from Michigan Tech, and the third-place winner was Aisha Smart from the University of Michigan/Ann Arbor.

Seth Woodward co-oped at Mitsubishi and from his words below you will find that co-op is the real place to be for a student who has his/her focus on a spectacular career path.

Life as a youngster can be tough. It seems wherever I go, I cannot escape the dreadful clutches of the lecturing elder. It happens at home, it happens at school, it happens at the store, and it happens at work. Around every corner, there seems to be someone older and wiser who is ready, willing, and eager to educate me in the life lessons of right and wrong. When you throw in the inevitable, “When I was your age…” storyline, you have a sure-fire recipe for boredom. I mean, do they think I was born yesterday? Perhaps these frustrations are what made an invitation to speak to a new group of incoming co-op students at my workplace so appealing. Having three years of co-op experience under my belt, this time I would be the one preaching; I would be the one with more experience. The tables had finally turned, and I was more than ready to switch sides. As I strolled into the conference room for the orientation I was met by four new faces, each one full of excitement and anticipation. My sermon went just as rehearsed, and as I left the room I realized what a profound impact my co-op experience has had on me. My encounter with the new co-ops made me realize how much I had grown as a person since the first day I stepped through the turnstiles at Mitsubishi Motor Manufacturing of America. Specifically, I realized that there were five areas in which I had grown as a person: maturity, discipline, teamwork, leadership and cultural awareness. Not only will this personal growth
make me a better employee, but it will also enhance my education and prepare me for future work experience.

My co-op experience has caused perhaps the most rapid growth in the area of my maturity level. Eighteen years old and four months out of high school, I moved into a one-bedroom apartment in Bloomington/Normal, Illinois to begin my first work term. Hundreds of miles from home and anything familiar, I began my duties as a co-op student. I spent several weeks with absolutely no interaction with anyone remotely close to my age, both on and off the job. No longer could I depend on my mother for fresh laundry and good meals, my father to bail me out of various predicaments, or my old friends for social interaction. The average age in my department at work was twice my own age. The first thing I wanted to be was accepted, and the last thing I wanted was to stand out. I had to grow up, and grow up fast. Literally overnight I added eighteen years to my maturity level. In order to succeed, I had to fit into the environment and my maturity level had to match what was around me. The maturity I have cultivated in my five work terms has been, and will continue to be, a very valuable asset in my education. I am no longer afraid to ask questions in the classroom environment or timid when giving presentations. I tackle my course work from an ethical viewpoint, realizing that although it is an objective to receive a favorable grade in a class, it is even more important to actually learn and absorb the material.

The transition from high school to college life is notorious for making people soft. The things that were once mandatory suddenly become optional. Rules and regulations applying to everything from class attendance to curfews, that were once black and white, start to turn gray. My first term at work quickly broke me of all the rule bending that I had learned to embrace during my first academic term, adding a much needed element of discipline to my life. I work in a corporate environment where employees are required to attend morning meetings each day at 7:30, wear workplace uniforms, and stay until the job is done. I quickly learned to be prompt, alert, and respectful. Although this discipline was a by-product of my work environment, I found it affecting my life in all areas. At school I realized the importance of a consistent schedule, and began making changes in my life that would allow me to attend all of my classes every day on time.

Everyone is familiar with the catchphrase “There is no I in team.” Sadly, I used to dismiss this saying as rubbish and nonsense. I felt that if anything needed to be done right, then I was the only person who could do it. I was an independent person, one who did everything by myself for myself. After my arrival at Mitsubishi, I realized that I could no longer operate this way. With 3,000 employees and two million square feet, the factory and accompanying offices were simply too vast to attempt to do everything alone. I found myself constantly tracking down individuals for advice and counsel on every single project that was handed to me. I saw teamwork playing a vital role in all areas of the plant, from the assembly of cars on the line to the trials and coordinations in the prototype shop. I learned it is acceptable to seek help and assistance from others, and that teamwork truly does pay off. As far as my educational experience is concerned, teamwork will become more essential as I advance to the latter stages of my academic career. As a mechanical engineering student, many of the assignments that I will receive in my upper level classes will be group projects. From the lessons learned in my co-op position, I will have the insight to make sure that as a group we can put the right people in the right places to ensure our ultimate success as a team.

In his book Managing, Harold Geneen comments, “Leadership cannot really be taught. It can only be learned.” Stepping into my role as a co-op student, I had no comprehension of
management/leadership styles. I have since learned that leadership is a fine art. As a co-op student, I have a rare opportunity to fall into a unique work classification, falling somewhere between intern and full time employee. Consequently, I am able to watch my managers operate from an uncommon perspective. This perspective allows me, from an employee’s viewpoint, to see how my managers’ decisions and leadership styles impact my fellow co-workers. I can observe first hand the types of management styles that are effective and those that are not. Through the mentor relationship I have with my managers, I am able to see why they choose particular leadership styles. This “dual perspective” has played an integral role in the development of my leadership style. Watching my managers at work has sparked an interest in experimenting with leadership at the university level. I enjoy trying to determine what type of leadership style produces the best results. As a result, I can honestly say that some of the most educational experiences of my university life have been a result of my leadership positions that I have pursued on campus. These experiences will continue to enrich my college life outside the classroom as I challenge myself to become a more effective leader. Later in life, the leadership traits that I am developing in my co-op role and on campus will play a huge role in determining my eventual success in the corporate world.

As an employee at Japan’s fourth largest car manufacturer, I am exposed on a daily basis to another culture. Working in Production Engineering, our department oversees all of the pre-production phases that an automobile must endure prior to hitting the assembly line. Thus, it is essential that we work hand-in-hand with the designers in Japan to tweak the design of the automobiles and ensure that the final product is impeccable when it rolls off the line. Consequently, there are many situations in which the quality of the vehicle depends on how well I can communicate my ideas to someone from a different country. Through professional and casual interaction, I have learned the Japanese philosophy concerning everything from automobile design to life itself. This experience has made me realize that the American culture is not the only culture that matters. I have trained myself to think outside the box in all facets of my life, and to see things from different perspectives. In my classes, I attack analytical engineering problems from different angles than I once did. I have also realized the importance that diversity plays in the entire educational experience, bringing together thoughts and ideas that were previously unknown. As my professional life progresses, my early lessons in cultural awareness should greatly benefit me in the global marketplace that is evolving at a rapid pace.

In retrospect, it is hard to fathom just how much the co-op experience has benefited my personal development. Less than three years ago I sat down at my desk for the first time, full of nervous energy and not knowing exactly what to expect. Not only has the co-op experience given me the skills to do my job well at Mitsubishi Motor Manufacturing of America, it has given me an edge on those who have studied engineering theory but not yet had the opportunity to apply the knowledge. These early lessons will certainly serve me very well in my future academic and professional endeavors. Quite simply, it has made me a better student, a better engineer, and a better person. Having grown so much in the last three years, the danger of thinking there is nothing left to learn might exist. Fortunately, I’ve also learned that nothing could be further from the truth. There is a lifetime of living and learning ahead of me. And perhaps this is the greatest lesson of all.
The MCCE Employer of the Year award was developed in 1996 to enable members of the Michigan Council for Cooperative Education to recognize outstanding contributions by an employer organization for their efforts in promoting and sustaining quality cooperative education programs in the State of Michigan. The initial candidates are determined by a sub-group of school members of the MCCE Executive Board. Then each nominee is reviewed according to established criteria.

As a result of this process, the Michigan Council for Cooperative Education was pleased to present the Sixth Annual Employer of the Year Award to Dupont. Accepting on behalf of Dupont was Mr. Rod Gibeau, Co-op Coordinator for Dupont and a Regional Representative of MCCE.
MCCE is proud to have Nancy Stupsker as the Don Hunt Service Award Recipient of 2001. Comments from Diane Grimord echo the feelings of every member of MCCE. “I think that Nancy's time has come. She's been involved in MCCE activities forever.” Nancy’s contributions include a myriad of activities:
Chairing the Membership Committee from around 1989-1997
Putting out flawless directories
Membership Chair
MCCE Treasurer
Co-Chair of the MCCE Annual Meeting on Mackinac Island in June of 1995
Oversees the MCCE elections process each year
1998-1999 member of the MCCE Elections Task Force Committee

Member of the Midwest Training Center for Cooperative Education Advisory Committee from approximately 1994-1997
A Michigan State Director of MCEA
It is always a pleasure to sing the praises of the individuals who have achieved an award honoring their achievements. Nancy Stupsker has joined a select group of individuals who have given their all for the cause of cooperative education. Congratulations Nancy!
Les Leone  
Chair, ASEE / CED

As some of you know, I am serving as Chair of the American Society of Engineering Education Cooperative Education Division (CED) this year. I'm pleased to be able to update MCCE members on some of the items that may be of interest.

CED will be celebrating its 75th anniversary in big style at the 2002 Conference for Industry and Education Collaboration, (CIEC) in Sarasota, Florida February 5-8. CED was founded in 1926-27 as the Association of Cooperative Colleges with the mission of developing better understanding of the principles of cooperative education, to encourage and promote improvements in cooperative education, and to foster closer relationships between cooperative colleges and employers.

The 2002 CIEC is shaping up to be an excellent conference. The conference is sponsored by 4 ASEE Divisions who share common interests and goals concerning the interaction between employers and schools. Whether or not you are involved with engineering or technology programs, the CIEC is an outstanding annual conference open to all co-op practitioners. Many non-engineering co-op people have presented papers and have gained a great deal from conference programming. Topics for the 2002 Conference include:

Pre-Conference Workshop

- Employer Workshop - "How to start and develop a strong co-op program" - "How to sponsor Interview Days"

- "How to do an employer orientation"

- "How to manage and run a small co-op office" - "Co-op Alumni Development"

- "Marketing over the Internet"

- Employer Workshop - "Using student groups to enhance your co-op program" - "How to run a Career Fair"

- "How to prepare and schedule interview visits"

- "Student Perspectives - How to have the ultimate co-op program"
Sessions
"Comparative Research Results of Male vs. Female Co-op Student Perspectives"
"Industry Best Practices in Recruiting and Retaining Students"
"Statewide Collaborative Co-op Programs"
"How to Tackle a Research Project and What Co-op Research is Needed"
"Expanding a Co-op Program Through an Alliance with the Admissions Office"
"The Power and Future of Cooperative Education"
"How to Measure the Co-op Experience: Assessing Learning and Transfer Between School and Work"
"Virtual Internships"

For complete conference information, please visit <http://www.asee.org/conferences/ciec2002/>

As some of you are aware, CED has not sponsored any formal programming at the ASEE Annual Conference for the past several years. Despite this, 3 CED members presented refereed papers (co-op related) as part of programming through other ASEE Divisions at this year's conference in Albuquerque, NM.

In an attempt to gain more visibility and awareness of CED activities and programming, the Executive Board wants to encourage the development and submission of co-op related papers and presentations through other ASEE Divisions (for example, the chemical, civil, electrical, and mechanical engineering divisions). Papers should try to emphasize co-op areas of interest to these groups, such as assessment, academic related outcomes, integrating co-op learning into the classroom etc. Please note the deadline for submission of abstracts is November 1, 2001. For more information visit: http://www.asee.org/conferences/annual2002/calls.cfm

2002 ASEE Annual Conference & Exposition
Montr6al, Quebec, Canada
June 16-19, 2002

- CED has made a commitment to continue to fund 50% of the $9,000 support in collaboration with CEIA for co-op related research proposals. CED feels that this has been an excellent investment and is exploring ways to expand our efforts to promote co-op research.

Priorities for funding research proposals include: (1) research that documents the benefits and outcomes of participating in cooperative education, and/or (2) the design of a survey instrument that will assist with documenting these benefits and outcomes.

The application deadline is November 15, 2001 and funds are expected to be available Spring 2002. Applicants do not have to be members of CEA or CED to apply. One or more than one grant may be awarded. For further information, contact Ray Easterlin, University of Texas at Austin, CED Research Committee Chair, phone (512) 475-6179, e-mail:
easterlin@mail.utexas.edu.
Lastly, the CED web site has been upgraded and enhanced. New links to other co-op organizations as well as to ASEE sites have been added. Please visit when you have a chance at <www.coop.msstate.edu/ced/>.

If you have questions about CED, the conferences, or other related issues, please do not hesitate to contact me.

Chair, ASEE / CED

Crystal Mountain
Thompsonville, Michigan

Why the future of Cooperative Education is “Crystal Clear”

A BIG THANKS to Doug Bourassa and Rita Young, the guiding lights of this year’s conference. With well planned sessions, good food, and a lot of camaraderie the conference gave everyone a chance to find both professional and recreational enjoyment in the northlands. Three cheers for a well-planned activity.

Member News

- **Rick Korkizko** has recently acceptable a new position and challenge as Industrial Co-op Faculty Coordinator at Macomb Community College
- **Tony Delorosa** is the new Engineering Coordinator at the University of Michigan Dearborn
- Walter Zahn is the new Industrial Representative from Dupont
POST IT ONLY ONCE

Post Your Co-op, Internship, or Summer Position on the Michigan Council for Cooperative Education Website, and it will reach over 60 College and University Sites and thousands of eligible students. Join MCCE now to take advantage of this website. It is free to MCCE members.

MCCE members go directly to:

www.coopjobs.org You will receive login information on the site. This service is provided free to MCCE members.

If you are not a member we urge you to join the Michigan Council for Cooperative Education. Please email Bernadette Friedrich at Michigan State University at friedric@msu.edu or phone her at 517-355-5163. Employer membership dues start at $100 per year and access to the website will be immediate. There are many additional benefits to becoming a member. These are outlined in the Michigan Council brochure, which is available upon request.
MCCE giveaways that are available for members to distribute at career nights and other MCCE events include:

For students: Hot Neon Memo Pads and Rainbow Erasers. There are a limited number of Neon Rulers left.

For employers: Gray Note Jotters and Gray/Navy Bic Clic Pens

We also have MCCE Gray/Blue Plastic Drawstring Bags for students or employers.

Vive Le Engineer!
2002 ASEE Annual Conference & Exposition
Montreal, Quebec, Canada

June 16-19, 2002

Call for Papers!!

CED encourages members to develop and submit co-op related papers and presentations through other ASEE Divisions (for example, the chemical, civil, electrical, and mechanical engineering divisions). Papers should emphasize co-op areas of interest to these groups, such as assessment, academic related outcomes, integrating co-op learning into the classroom etc. Please note the deadline for submission of abstracts is November 1, 2001. For more information visit:

http://www.asee.org/conferences/annual2002/calls.cfm
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