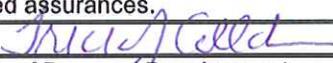


Name of Lead Institution (only one)	
Project Start Date	15-Apr-14
Interns and/or Co-ops Start Date	19-May-14
Primary Contact - Individual must be authorized to sign grant contract and legally responsible as representative.	Tricia Callahan, Director of Proposal Development, 501 E. High Street, Oxford, OH 45056; 513-529-1795; tricia.callahan@miamioh.edu
President/CEO Name	David Hodge, President, 501 E. High Street, Oxford, OH 45056; 513-529-2346; hodgedc@miamioh.edu
Project Director/s	Michael Goldman, Director, Career Services, 200 Hoyt Hall, Oxford, OH 45056, 513-529-3842, goldmam3@miamioh.edu; Shelley Cassady, Director, Regional Co-op and Internship Services, 1601 University Blvd., Hamilton, OH 45011; 513-785-3113;
Are any of the applicants represented by a member of the Advisory Committee? See list at https://www.ohiohighered.org/sites/ohiohighered.org/files/uploads/omi/2013-14_CEIA.pdf	No
1) Certification by Authorized Official:	
To the best of my knowledge and belief, the information contained in this application is true and correct. The document has been duly authorized to comply with the required assurances.	
Signature of Authorized Official	
Typed Name and Title: Tricia Callahan, Director of Proposal Development	
Date: 11/18/13	
2) Administering Entity:	
Contact Person Linda Manley	
Title Grants and Contracts Accounting, Miami University	
Address Roudebush Hall, 7; 501 E. High Street, Oxford, OH 45056	
Email manleylk@miamioh.edu	
3) Business Partners (please submit separate information for each partner)	
Company Name American Financial Group, Inc.	
Contact Person Katy Meinhardt	
Title Divisional Vice President, Human Resources	
Address 01 E. 4th St., Cincinnati, OH 45202	
Email kmeinhardt@galc.com	
Company Name Cincinnati Children's Hospital Medical Center	
Contact Person Maurizio Macaluso	
Title Director, Division of Biostatistics and Epidemiology	
Address 3333 Burnet Avenue, Cincinnati, OH 45229-3039	
Email Eileen.King@cchmc.org	
Company Name Clark Schaefer Hackett	
Contact Person David W. Romp	
Title Manager, Staffing & Recruiting	
Address 1 East Fourth Street, Suite 1200, Cincinnati, OH 45202	
Email acschmitt@cshco.com	
Company Name The David J. Joseph Company	
Contact Person Karen Luther	
Title Director, Human Resources	
Address 300 Pike St., Cincinnati, OH 45202	
Email Karen.Luther@djj.com	
Company Name Exel, Inc.	
Contact Person David L. Ames	
Title Vice President, Talent Management & Acquisition	

Address 570 Polaris Parkway, Westerville, OH 43082
Email Greg.Bline@exel.com
Company Name Fifth Third Bank
Contact Person Jessica Schinamon
Title University Relations Manager
Address 38 Fountain Square Plaza, MD 109021, Cincinnati, OH 45263
Email Jessica.Schinaman@53.com
Company Name Green Bay Packaging Inc.
Contact Person Brian D. Walker, CPLP
Title Manager, Technical Services & Product Design
Address 2323 Commerce Drive, Fremont, OH 43420
Email bwalker@gbp.com
Company Name Hillenbrand, Inc.
Contact Person Darryl Maslar
Title Vice President, Enterprise Information Systems
Address 1 Batesville Boulevard, Batesville, IN 47006
Email Daryl.Maslar@hillenbrand.com
Company Name Ilesfay Technology Group
Contact Person Chris McLennan
Title President and CEO
Address 10945 Reed-Hartman Hwy., Cincinnati, OH 45242
Email chris@ilesfay.com
Company Name Kao USA, Inc.
Contact Person James R. Conti, III
Title Regional Executive Officer, VP, Human Capital Development, Americas, Europe, Middle East & Africa
Address 2535 Spring Grove Avenue, Cincinnati, OH 45214-1729
Email brian.potts@kao.com
Company Name Meaden & Moore
Contact Person Michael W. Coyne, CPA
Title Vice President
Address 1100 Superior Avenue, Suite 1100, Cleveland, OH 44114-2523
Email mcoyne@meadenmoore.com
Company Name MTD Products, Inc.
Contact Person Michael W. Miller
Title Vice President Product Engineering
Address P.O. Box 368022, Cleveland, OH 44136-9722
Email Mike.Miller@mtdproducts.com
Company Name Paycor
Contact Person Jeff Davis
Title Senior Director of Recruiting
Address 644 Linn Street, Suite 200, Cincinnati, OH 45203-1734
Email Jdavis@paycor.com
Company Name Roadtrippers Inc.
Contact Person Austin Coop

Title General Manager
Address 131 E. McMicken Avenue, Cincinnati, OH 45202
Email austin@roadtrippers.com
Company Name Socius
Contact Person Colleen A. Dorr
Title Human Resources Manager
Address 5747 Perimeter Drive, Suite 200, Dublin, OH 43017
Email Cdorr@socius1.com
Company Name SPR Therapeutics
Contact Person Maria E. Bennett
Title President & CEO
Address 22901 Millcreek Boulevard, Suite 110, Cleveland, OH 44122
Email Mbennett@sprtherapeutics.com
Company Name Vantiv
Contact Person Scott DeAngelo
Title SVP Finance
Address 8500 Governors Hill Drive, Cincinnati, OH 45249
Email scott.deangelo@vantiv.com
Company Name Weidmann Electrical Technology Inc.
Contact Person Jill O'Neal
Title Human Resources & Safety Manager
Address 700 West Court Street, P.O. Box 716, Urbana, OH 43078
Email david.hatfield@wacor.com
Company Name Accutek Testing Laboratory
Contact Person Crissy Zannoni
Title Director of Corporate Resources
Address 3701 Port Union Road, Fairfield, OH 45014
Email czannoni@accutektesting.com
Company Name Advanced Drainage Systems, Inc.
Contact Person Randy Kolbet
Title Manufacturing Engineering Manager
Address 2650 Hamilton Eaton Road, Hamilton, OH 45011
Email randy.kolbet@ads-pipe.com
Company Name Air Solutions, Inc.
Contact Person Joe Hertenstein
Title President
Address 9741 Sutton Place, Hamilton, OH 45011
Email joe@airsolutions.com
Company Name Boue Healthcare Solutions
Contact Person Chris Boue
Title President
Address 4555 Lake Forest Dr., Ste. 650, Cincinnati, OH 45242
Email cboue@bhsconnect.com
Company Name G.E. Schmidt, Inc.

Contact Person Drew Johnson
Title President/CEO
Address 11236 Williamson Road., Cincinnati, OH 45241
Email drew.johnson@geschmidt.com
Company Name gh Package & Product Testing and Consulting
Contact Person Ron Sorrell
Title Test Engineer
Address 4090 Thunderbird Lane, Fairfield, OH 45014
Email rsorrell@ghtesting.com
Company Name Innovative Office Solutions Consultants, LLC
Contact Person Franceene G. McKinney
Title Human Resources
Address 7770 West Chester Road, Suite 150, West Chester, OH
Email mckinneyf@innovativeofficesolutions.net
Company Name Intelligrated
Contact Person Sam Russell
Title Recruiting Specialist
Address 7901 Innovation Way, Mason, OH 45040
Email sam.russell@intelligrated.com
Company Name Kinetic Vision
Contact Person Jim Topich
Title Director of Engineering and Design
Address 10255 Evendale Commons, Cincinnati, OH 45241
Email jtopich@kinetic-vision.com
Company Name Kornylak Corporation
Contact Person Christine Kornylak
Title Vice President
Address 400 Heaton Street, Hamilton, OH 45011
Email kornylak@gmail.com
Company Name Meyer Tool, Inc.
Contact Person Diane Sontag
Title Engineering Administrative Assistant
Address 3055 Colerain Avenue, Cincinnati, OH 45225
Email engadmin@meyertool.com
Company Name Silfex
Contact Person Nicole Abrams
Title Human Resources
Address 950 S. Franklin Street, Eaton, OH 45320
Email nabrams@silfex.com
Company Name SunCoke Energy
Contact Person Paula Polyak
Title Plant Human Resource Manager
Address 3353 Yankee Road, Middletown, OH 45044
Email ppolyak@suncoke.com

Company Name Valeo Climate Control Corporation
Contact Person Ryan Jones
Title Human Resources Specialist
Address 3620 Symmes Road, Hamilton, OH 45015
Email ryan.jones@valeo.com

Company Name Worthington Industries--Monroe
Contact Person Matthew Farley
Title Quality Engineer
Address 350 Lawton Avenue, Monroe, OH 45050
Email matthew.farley@worthingtonindustries.com

5) Other Partners (please submit separate information for each partner)

Institution Name
Contact Person
Title
Address
Email

<u>Program Snapshot</u>	<u>Name, Number or Amount</u>
JobsOhio key industry/ies – please list	BioHealth, Energy, Automotive, Advanced Manufacturing, Polymers, Aerospace & Aviation, Food Processing, Financial Services, InformationTechnology, and Consumer Products
JobsOhio region	Cincinnati
Amount of state money requested	\$831,740
Required match money committed (100% undergrad & 150% grad programs)	\$833,027
Total state money requested divided by number of co-ops or internships created (in whole dollars)	7,049
Total match money obtained divided by number of co-ops/internships created (in whole dollars)	7,060
Total money (state plus match) divided by number of co-ops/internships created (in whole dollars)	14,109
Number of business partners	33
Number of education partners	0
Number of other partners	0

Add numeric value to each field below

	<u>TOTAL</u>	<u>Wages</u>	<u>Scholarships</u>	<u>Both wages & scholarships</u>	<u>For credit</u>	<u>Not for credit</u>	<u>Required</u>	<u>Optional</u>	<u>Transcribed (all)</u>
<u>Internships created (proposed)</u>	83	28	55	0	0	83	0	83	83
<u>Co-ops created (proposed)</u>	35	23	12	0	35	0	0	35	35
TOTALS	118	51	67	0	35	83	0	118	118

ABSTRACT

This proposal represents a bold and innovative new collaboration among Miami's Main and Regional Campuses. The Main Campus is large and highly selective, focused on liberal arts and basic research, while the Regionals are smaller and open enrollment, featuring applied and professional degrees while still retaining a liberal arts focus. Because they serve such diverse student populations, the different campuses have operated largely separately in the past, while offering support to each other in informal ways.

The Main Campus' strengths are in their wealth of resources (in personnel and high-end student materials) and strong partnerships with industry leaders. The Regionals' strengths are in highly personalized contact with partner businesses and in tracking and evaluating co-op experiences. This project marshals these strengths to create a synergistic whole that is greater than the sum of its parts. The timing of this funding opportunity is opportune: Miami added a new division this year, the College of Professional Studies and Applied Sciences, housed on the Regionals. The new division is evidence of the value the University places on the Regionals' mission and creates new opportunities for collaboration between the Main and Regional Campuses.

The Regionals' goal for this award is continuing to build capacity as begun in our first OMIC award and using Main Campus resources to enhance relevancy and sustainability. The Main Campus' goal for this award is instituting a formalized, transcribed internship system that uses Regional Campus resources for evaluating internships and fosters sustainable capacity in providing co-ops and internships.

Through the proposed project, we will expand business partnerships as described here:

- Incentivize students, through scholarships, to do C/I at larger companies
- Incentivize smaller companies to offer C/I by subsidizing C/I wages
- Centralize internship recruitment, placement, tracking, and evaluation through Co-op/Internship Coordinators to help companies recruit and evaluate students
- Create a mobile app or microsite in collaboration with "InternMatch," which helps students find internships
- Replicate the successful San Francisco Digital Innovation Center in Cincinnati, which the business and venture capital community in the Cincinnati area has requested

With the support of this award, we will extend our support of faculty and staff in their efforts to encourage co-ops and internships and to integrate these experiences into curricular development by:

- Creating Employer Development Committees and a Faculty Learning Community and Mini-grant Program
- Offering faculty "Lunch and Learns" on current workforce needs and career development strategies for students
- Providing feedback to faculty on student learning needs based on student internship experiences
- Formalizing a structure for a Main Campus staff member to liaison with the Regionals
- University career and academic advisors will be better trained to understand workforce demands and employment needs and how these relate to specific curricula and degrees.
- Main Campus Career Services advising staff will be trained to become job search and industry specialists to better support student preparedness for a chosen field.

Overall, 118 new co-op and internship placements will be achieved through the project. Relevancy and sustainability of C/I will be enhanced through new business partnerships, faculty and staff development, and technology enhancements.

1. Relevancy

1. How is the institution building partnerships with private companies to address emerging workforce needs? Demonstrate engagement with evidence of business support including small-medium size businesses.

Building partnerships with private companies is important to the Main and Regional Campuses of Miami University, demonstrated by the 4,300 companies with which we have a formalized recruiting relationship. Miami attracts employers to the Main Campus for four times as many interviews as other similar-sized universities.

To meet Ohio's workforce demands, Miami's Regional Campuses Office of Career, Co-op and Internship Services (CCIS) uses a centralized system for placing co-op students. The Regionals' project goal is continuing to build capacity as begun in our first OMIC award and creating systems to enhance relevancy and sustainability. As a divisionalized institution, Oxford's Main Campus Office of Career Services (CS) has not used a central, formalized system for placing students in internships or tracking performance; however, NSSE data show that 70% of our students participate in internships and several departments track internships as part of their curriculum. The Main Campus project goal is instituting a formalized system that transcripts and evaluates internships and institutionalizes sustainable capacity in providing co-ops and internships (C/I).

While the Regional Campuses focus on co-ops for applied fields like engineering technology and computer/health IT, Main Campus students find internships in broad fields like analytics, engineering, and finance. This year, for the first time in 40 years, Miami added a new division—the College of Professional Studies and Applied Sciences (CPSAS), housed on the Regional Campuses. Ohio needs highly educated workers from both ends of the educational spectrum—applied and broad. Instituting CPSAS as a university division gives Ohio businesses straightforward access to the full spectrum of Miami students available to support their operations as they serve all sizes of southwest Ohio businesses, from small Butler County shops to large, emerging Ohio companies.

Currently, we partner with businesses to meet workforce needs by:

- Offering an online recruiting system (CareerLink) where employers post jobs and review student resumes (Main)
- Providing facilities for interviewing students using an online scheduling system (Main)
- Hosting two annual career fairs, and several industry specific fairs, for recruiting students (Main, Regionals)
- Providing client-based projects where students and faculty spend a semester solving companies' problems (Main and Regionals)
- Providing opportunities for employers to evaluate co-op students' work and provide feedback on curriculum (Regionals)
- Consulting with companies through Miami's employer relations team to create strategies for recruiting students, building a brand on campus, and identifying diverse talent (Main)

For this project, business partnerships with Miami will expand when we:

- Incentivize students, through scholarships, for C/I at larger companies (Main, Regionals)
- Incentive smaller companies to offer C/I by subsidizing C/I wages (Main, Regionals)

- Centralize internship recruitment, placement, tracking, and evaluation through Co-op/Internship Coordinators, helping companies recruit, employ, and evaluate students (Main; Regionals)
- Create a mobile app or microsite in collaboration with “InternMatch” which helps students find internships (Main)
- Replicate the successful San Francisco Digital Innovation Center in Cincinnati, which the business and venture capital community in Cincinnati requested (Main)
- Support faculty and advisor development regarding C/I (Main; Regionals)

2. What steps will be taken to assist faculty with program development to ensure relevancy in the curriculum? Describe institutional faculty support & integration of student experiences with curricular development.

Support is demonstrated at the institutional level by the fact that C/I is specifically mentioned in Miami’s new *Vision 2020*--our plan for continued excellence to 2020. This vision statement says that 75% of Miami students will have completed an internship before they graduate. This is a substantial number, considering that C/I is *not* universally required in our curriculum. Because this vision of an active C/I program comes from the top leaders at Miami, faculty will work diligently to develop meaningful and relevant coursework to prepare students for a C/I, and as an institution we are committed to developing a robust C/I program with faculty as full partners.

The three main steps that Miami currently takes to assist faculty with relevant program development are transmitting advice and assistance on curricula from business partners to faculty; providing CS resources and business development staff to help faculty; and arranging meetings or lunches for faculty when businesses visit campus. With the support of this award, we will further assist faculty with program development and integration of student experiences into curricular development in the following ways: 1) Creating Employer Development Committees (EDC) and a Faculty Learning Community (FLC) and Mini-grant Program, 2) Offering faculty “Lunch and Learns” on current workforce needs and career development strategies for students, and a speaker series 3) Providing feedback to faculty on student learning needs based on student internship experiences and, 4) Formalizing a structure for a CS staff member to liaison with the Regionals from the Main Campus.

The EDCs and FLCs on the Main and Regional campuses will teach faculty how to approach businesses to create C/I partnerships, initiate a formal C/I at Miami for students, use business knowledge to enhance curricula, help students have a meaningful and relevant C/I experience, and evaluate student C/I performance. The \$1,000 mini-grants will incentivize faculty to join the EDC and FLC, and to create an intensive experience with a local or Ohio business.

The Lunch and Learns for faculty will show them how to examine workforce data to discern workforce, and therefore curricular, needs. They will also provide instruction on career development strategies for students and introduce alumni or executives-in-residence from specific industries residence to faculty members. The speaker series will showcase experts from business or career development to increase thought and discussion about C/I and business issues.

The C/I feedback will occur as a result of instituting a formalized evaluation process for Main Campus internships. This feedback will be sent to faculty to use in C/I process and related curricular improvement.

The new Career Services Division Liaison for the new CPSAS division will formalize a working relationship between the new division and the Main Campus and create more pathways for collaboration.

3. How is the proposal integrated into the strengths of the regional economy? Describe connections to NGOs and other stakeholders, engagement with business, data use.

The local economy in Butler County and southwest Ohio has many strengths boosting the viability and sustainability of this project. The largest cities in Butler County, Hamilton and Middletown, have long been centers of industry. Manufacturing remains crucial to the economic base, and advanced manufacturing is a growing component of this sector. New approaches to business development are progressing too. For instance, American Municipal Power is working with Hamilton to develop a “Clean Tech Corridor.” This corridor will help attract IT and other green energy businesses to Hamilton. Cincinnati seeks to be a technology hub for start-up companies and the tech industry too, and the Cincinnati Digital Innovation Center activities that are part of this project will foster this industry.

Miami University develops talent necessary to address these workforce needs. Miami’s Main Campus works closely with Cincinnati USA Partnership for Economic Development to ensure that our curriculum remains relevant to industry needs. Business partnerships developed through this project will provide an incentive to our most talented students to fill local employment needs.

Miami’s three Butler County campuses offer degrees that local industries need, and local industries offer C/I that Miami students need to be successful in their careers. A host of Main Campus degree programs are in demand locally, including engineering (manufacturing and computer), chemistry, business, IT, and analytics, among many others. The Regional Campuses prepare students through 2- and 4-year degree programs including electrical and computer engineering technology, mechanical engineering technology, electromechanical engineering technology, and a new degree in electrical and computer engineering technology. We also offer a 2-year degree in computer IT and a new 4-year degree in health IT. These degrees were developed in collaboration with area industry and are guided by industry advisory boards.

The Main Campus CS Office partners with Cincinnati incubators and venture capital firms like Centerfuse, Accelerant, and Cincy Tech. For the Regional Campuses, both Hamilton and Middletown are supported by very active economic development departments as well as the Middletown Small Business Development Center and Hamilton’s Biztech. These organizations work together to attract and nurture area businesses.

Miami students are prepared to work in the JobsOhio industries, particularly advanced manufacturing, automotive, and aerospace. Butler County, home to Miami University, is in the JobsOhio West area. The JobsOhio West website identifies aerospace and food processing industries as leading employers in the area. The site notes the Dayton area as having “companies of all sizes in advancing manufacturing—from entrepreneurs starting companies to create and manufacture metals to seasoned companies supplying end users with high quality materials and equipment.”

The Ohio Job Outlook for Southwest Ohio, 2008-2018 anticipates that employment there will grow at the second highest rate in the state at 5.1% during the period 2008- 2018. Many fields in which our graduates may be employed are listed as New and Emerging Occupations as recently as 2006 and 2009. All the C/I secured for this award are situated in one of the nine high-need JobsOhio key industries or four business functions.

4. What steps will the institution take to regularly assess and improve student learning outcomes? Describe actions, materials, and processes used to assess student learning.

Students from the Regional Campuses, once placed, work with their new work site supervisor to develop goals and objectives for the position; these goals and objectives are then entered on a Work/Learning Evaluation Form. The student and the CCIS Office director meet three times during the semester and a site visit is done toward the end of the semester for evaluation of the student's progress. Co-op/internship students are evaluated by the work site supervisor on such skills as knowledge of the job, quality of work, attitude, judgment, reliability, adaptability, human relations, attendance, punctuality, and personal appearance. The student is required to keep a journal about the work activities and write a short paper on the experience which is evaluated by the CCIS Office director and the academic department chair. The evaluation form and director's site visit provide an important feedback loop for the employer, student, director, and academic faculty. Faculty often use the feedback instrument to see what skill gaps the academic curriculum may have compared to the business/industry it serves. Students can also provide feedback on the form to the academic faculty and the employer regarding what new training they have received from the employer and how it applies to their academic curriculum and career goals. (See the Appendix to view the Work/Learning Evaluation form.)

New this year for the Regionals CCIS Office will be a website which will allow businesses to submit the Work/Learning Evaluation Form online. This will make submission much easier for the businesses, and the form data will automatically upload into a database for ease of record keeping and data analysis by the CCIS director. This online form will enhance sustainability of the C/I program because growth in the number of students completing C/I will be more easily accomplished without a "paperwork bottleneck."

Because currently the Main Campus as a whole does not track or evaluate internship experiences, a major objective of this project is to develop a process similar to that of the Regional Campuses. In addition to adopting a version of the Work/Learning Evaluation Form used by the Regionals, the Main Campus will also create expanded options for students to enroll in an internship course for variable credit whereby prior to their internships, students will co-create their internship learning outcomes with employers, combined with general course objectives for internship experiences. Students will report on the quality of their experience and what they learned in an appropriate format.

5. How will work-based learning opportunities be integrated into students' academic programs to bridge to their career goals? Describe student advising activities, use of data & analysis, & integration of discoveries with student development.

Miami C/I creates a solid bridge to student careers, especially in Ohio. For Regional Campus students, approximately 65% of C/I students in engineering and information technology fields are offered full-time positions at the company where they completed a C/I. Regional campus graduates who co-op/intern historically have shown a 40% higher rate for full-time job offers in their field than students who do not co-op/intern, and approximately 94% of Regional students

who complete a C/I remain in the local/regional area after graduation and are employed with a local/regional company. The Main Campus students complete C/I at a high rate—70%—considering it is not universally required for graduation, and more than 90% of Main Campus students are employed or in graduate school one year after graduation.

To enhance Miami's ability to integrate C/I, academic programs, and careers, this project will comprehensively connect students with C/I opportunities. Main Campus students find internships through career fairs, Web based postings and independent networking, but we will now work to more intentionally connect students with internship opportunities and develop processes for 1) Helping students identify career pathways of interest earlier; 2) Providing a post-C/I reflective process, helping students understand what they learned and whether the business and job was a "good career fit;" and 3) Evaluating student learning resulting from the internship experience. Each of these steps will help us support relevant student learning.

Specifically, C/I will be integrated into students' academic programs by:

- Implementing a revised four-year career exploration and planning process through workbooks that promotes student reflection for better understanding of careers they would like to explore and strategies to do so. This will be integrated into all first-year seminar and career exploration courses. (Main)
- Hiring a full-time Internship Coordinator on the Main Campus to work with faculty and employers to place students in internships. On the Regional Campuses, we will increase the Co-op/Internship Coordinator from part- to full-time.
- Requiring that all students starting a C/I through this project register for at least a 0-credit hour course so that the experience is transcribed (Regional, Main)
- Creating a mobile app in collaboration with "InternMatch" which helps students find internships (Main)
- Replicating the successful San Francisco Digital Innovation Center (<http://aims.muohio.edu/digitalinnovation/>) in Cincinnati, which the Cincinnati business and venture capital community requested. The center will contribute to long-term C/I sustainability by partnering with area business to place students in interactive media internships. The position funded by OMIC will support the creation of the Cincinnati Digital Innovation Center by developing internship relations with employers and coordinating other experiential opportunities with business and venture capital communities (Main)
- Training the Main Campus CS advising staff to become job search and industry specialists to better support student preparedness for C/I. (Currently the CS advising staff only assist with resume and cover letter reviews and general career advising.)
- Training for academic advisors on all campuses to help them understand workforce demands and employment needs and how these relate to specific curricula and degrees.

2. Sustainability

1. What is your financial plan and budget to support the program beyond the grant period? Present 3-5 years financial projections and sources of funds.

The fact that the CS and the CCIS Offices are funded as Student Services demonstrates the University's support of this kind of educational experience. Miami is committed to sustaining its C/I program into the future, and the attached letters from the dean of the Regional Campuses and the VP of Finance and Business Services and Treasurer of the University state that they will

continue to fund the salaries for the new C/I Job Placement Coordinators proposed for this project into the future.

The financial projections for salary and benefits for three new C/I staff hired on this project, for five years after the grant period are:

	OMIC Funds Yr 1	OMIC Funds Yr 2	Miami Funds Yr 3	Miami Funds Yr 4	Miami Funds Yr 5	Miami Funds Yr 6	Miami Funds Yr 7
Regionals	\$20,500	\$42,230	\$43,497	\$44,802	\$46,146	\$47,530	\$48,956
Main	\$70,000	\$72,100	\$74,264	\$76,490	\$78,786	\$81,148	\$83,582
Total benefits	\$33,793	\$43,628	\$46,527	\$49,924	\$53,608	\$57,468	\$61,445

The total Miami funds over five years to sustain the new project staffing levels will be \$894,173. This is in addition to Miami’s current support for CS and CCIS Office staff. For instance, to support just the staff named in this proposal as “key staff,” Miami will contribute approximately \$1,347,178 in salaries and benefits over the five years after OMIC funding ends. There are, of course, many other staff employed by these two offices as well.

2. What program assessment actions will be taken to improve and grow learning outcomes for students, business participation, and overall program success? Describe the nature, type and analysis, of the data and how this information may guide decisions.

Program assessment is important for the success of this project. Both the Main Campus and the Regionals Campuses will complete formative and summative assessments.

Formative assessments will be used to examine processes and learning outcomes for students. If the data show that adjustments to the processes are needed to enhance learning outcomes, those changes will be made and reassessed during the project. The formative assessments of C/I on the Main and Regional Campuses will include examining:

- Student learning based on outcomes as measured through the Work/Learning Evaluation Forms or similar forms.
- Student satisfaction with the internship experience and feedback on how it could be improved
- Employer feedback on student preparation and participation

We will create summaries of the information, highlighting themes from student learning and experiences, to share with faculty and employers. This can be used by employers for process improvement on the internship experience and by faculty to better understand what learning is taking place and how to adapt student classroom experiences to support internship preparedness.

For the summative assessments, the project directors will ensure that required reports are submitted through the standard reporting template or system. Each of the three required metrics reports will be compiled by the project directors, and the four quarterly financial reports will be

submitted by Miami's Grants and Contracts Office. The project director will oversee staff members' efforts to collect and record data on the C/I students, including but not limited to description of activities; number of students placed in C/I for this project; students' demographic data such as race, gender, and residency status; student's majors and level/rank; names and numbers of businesses participating; number of hours, period of time students worked, and rate of pay; number of students who completed their C/I and number of those who graduated; number of participating students entering graduate school, workforce, and are remaining in Ohio; average starting salary; number of students offered and accepting jobs at their C/I employer; and Choose Ohio First scholar participation. The project directors will also discuss additional questions such as:

- How are you engaging businesses, faculty, and students with your awarded co-op and internship program?
- What are you doing to build capability and capacity for the future sustainability of your program?
- Describe the activities and use of regional partnerships to support the program.

3. What are the plans to support the program through infrastructure, advising and data management? Describe the financial resources, and incorporation of work into institutional systems.

In addition to existing CS/CCIS Offices staff, the Internship Coordinators hired or continued through this project will work to market opportunities, communicate with employers, expand opportunities for C/I, and collect and summarize C/I data. The positions will continue after OMIC funding ends, with salaries paid by the university. There will be two new positions on the Main Campus, and on the Regionals the position will go from half- to full-time.

On the Main Campus, five Career Services Liaisons serve the academic divisions. In this project a formalized CPSAS Liaison will be appointed to liaise with the new Regional CPSAS division.

Also new for this project will be training for career and academic advisors to promote participation in C/I and be aware of curriculum requirements, workforce needs, and career paths relevant to degrees offered. As appropriate, C/I students for this project will be required to attend C/I on-boarding workshops or professional development courses to support their preparedness for entering a new work environment. These workshops will be new offerings on the Main Campus as needed. On the Regionals Campuses, many students take a professional development course to prepare them; this course will become a requirement as a result of this grant.

Advisory boards are an important part of the C/I infrastructure. We use Advisory Boards on the Regional Campuses for engineering technology and computer IT degrees; on the Main Campus, every academic division and many departments have an Advisory Board. Many business members on the boards provide C/I to Miami students and provide valuable information and advice to faculty to help ensure curricular relevancy. Similar to Advisory Boards, Employer Development Committees (composed of faculty; career services and corporate relations staff, and alumni) help identify companies and new opportunities for C/I within appropriate industry clusters.

In addition to the CS/CCIS Office infrastructure, existing institutional systems used for this project include the Grants and Accounting Office for billing and the Bursar's Office for issuing

student scholarships. Data management will occur through existing systems in the CS/CCIS Offices.

Another addition for this project is a more extensive use of existing course infrastructure. While students have always had the option to register for a 0-3 credit hour course for C/I so that their experiences will be transcribed, C/I students who are part of this project will be required to register for the course.

The Regionals will convert their Professional Development course (which prepares students to do a co-op) to a “hybrid” format for student convenience. In addition the class will be offered twice a semester in 5-week “sprint” classes, instead of once a semester in a 15-week class. These changes will make it easier and more convenient for students to prepare to enter the workforce in a C/I in local and regional companies. This class will then become a required prerequisite for starting a C/I on the Regionals.

One final, valuable piece of existing infrastructure that will be used is the “Ohio Means Internships” website, where all jobs for this project will be posted.

4. How will the institution develop and sustain its faculty engagement? Describe and provide examples of training and faculty support.

Miami University will devote resources to develop and sustain faculty engagement in C/I—doing so will not only provide talent for Ohio businesses and help retain talent in Ohio, it will help the university meet its Vision 2020 objectives for C/I. New resources for faculty as a result of this project include:

- Employer Development Committees – These committees will link key industry staff, Miami faculty, and other stakeholders together to target potential new internship employers based on market, student outcome and curricular data. (Main Campus)
- Faculty Lunch and Learn sessions – At each session, faculty will learn about an industry and what knowledge and skills are valuable for this industry’s employees. These will occur 4 times per year (Regionals and Main).
- Faculty Learning Community and mini-grant program – Faculty Learning Communities are an existing process at Miami for faculty to meet on a regular basis for one or more semesters to learn and discuss a particular topic. The faculty choosing to do an FLC are guided by a knowledgeable faculty or staff member, and the group reads papers and books and listens to speakers to on the particular topic. For this project, the Faculty Learning Community theme will be C/I: how to help students find C/I, how to create meaningful C/I with businesses, and the value of C/I to students and business. To incentivize faculty participation in the FLC, a mini-grant will be given to faculty on completion of the program. The mini-grant will be designated for use in creating an experience for the faculty member with a local business.
- Career Services Bootcamp for faculty and advisors – The Bootcamp will immerse faculty in supporting students in their career goals. We will offer the Bootcamp annually for at least five years; topics will include how to advise students, how to talk to employers about creating C/I, and site visits to businesses for faculty (Main Campus).
- Enhanced resources on the faculty page of both the CS and the CCIS Office websites.
- A new Career Services Module for the Academic Advising Manual. This module will be ready by fall 2014 (Main and Regional Academic Advisors).

5. How will the institution develop and sustain its capacities in job development and business participation. Provide examples of job development strategies and assessment of business participation.

Miami's Main and Regional Campuses are absolutely committed to enhancing and sustaining capacity in job development and business participation in the C/I program. Our strategies for enhancing job development include having a stronger online presence. The current websites are good, and we get many new business contacts and C/I jobs through the sites. To enhance the website for even more usability by employers, we will add employer listservs for this project to increase contact with businesses and traffic to our website. In addition, online C/I evaluation tools will be created as described previously.

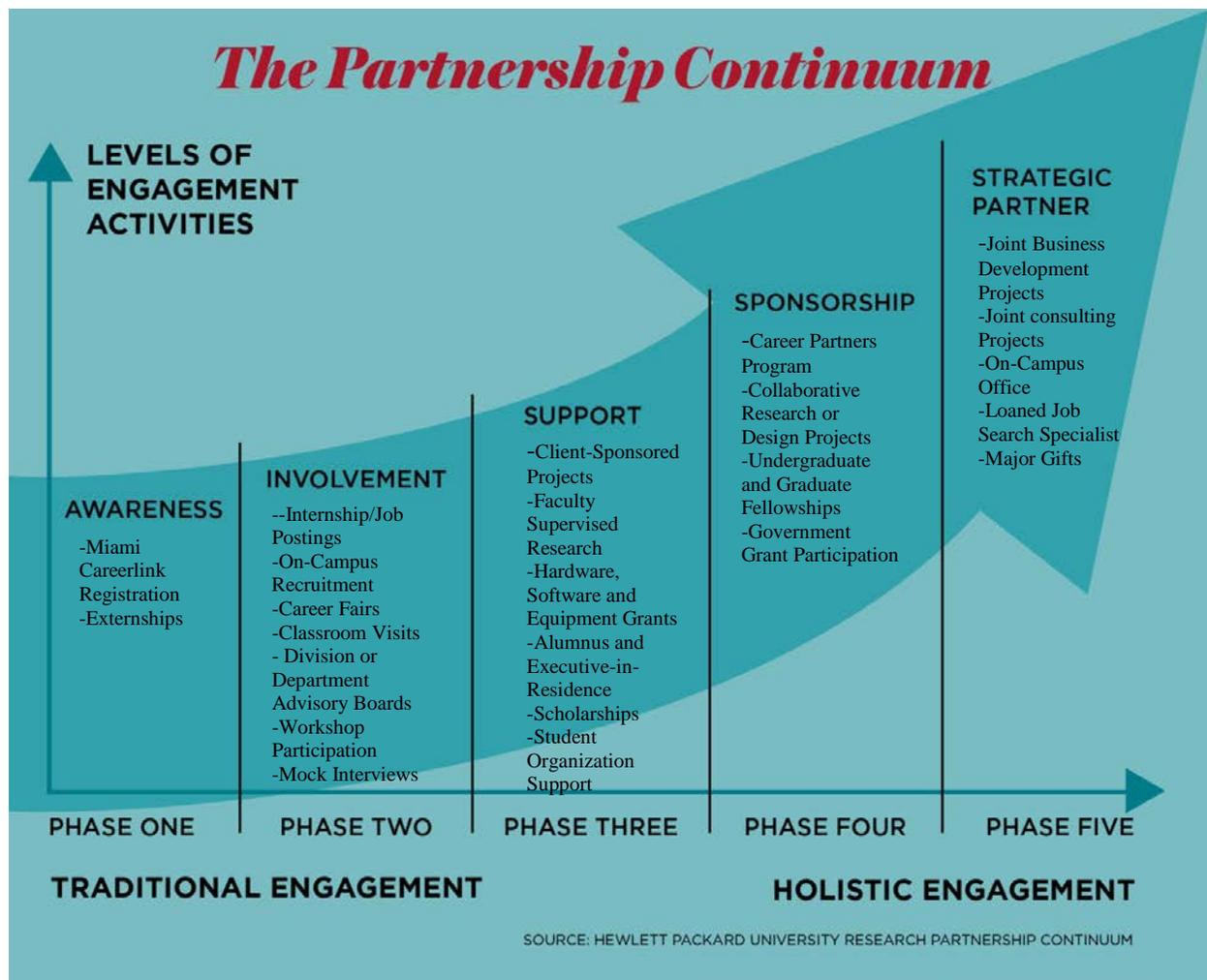
In addition to electronic contact, we also use regular mail. Every semester, the Regional Campuses send employer brochure mailings to over 4,000 local businesses and industries to advertise our degrees and C/I programs. We also send special employer invitation mailings targeting specific industries that align with our degree programs. Other types of marketing include full-page newspaper ads and cold-calling new businesses.

These types of marketing encourage businesses to recruit at Miami, and the recruitment includes C/I, as well as full-time jobs. When businesses come to campus for recruiting events, we also invite them to participate in other ways, such as speaking in a class, having lunch with faculty members for two-way learning, joining an Advisory Board, or collaborating on client-based student projects.

Job development leads also come from our co-op students and faculty when they do research for the department and it is related to a local company and our curriculum. They also come from local employer programs that we conduct with the Ohio Employer Council and the Society for Human Resource Management. We also work closely with our University Advancement/Development staff, particularly those who focus on corporate sponsorships. Leads also come from Chambers of Commerce in Hamilton and Middletown, which have subcommittees for business/education collaboration and partnership development. In short, the full "ecosystem" of job development is deployed.

All of this job development will be conducted, in part, by increasing the FTEs of Co-op & Internship Job Coordinators: one new full-time position, and one position moving from part time to full time.

We will assess business participation in several ways, but the overall goal for Miami is to have all university-business partnerships move through "The Partnership Continuum," as described in the figure, below. Originally developed by Hewlett Packard for university research partnerships, the continuum has been modified to measure increasing participation by educational and business partners in a mutually beneficial relationship driven by internships and full time employment.



All C/I participate in the “traditional engagement” of Phase One and Phase Two, and Miami has many business partners collaborating in Phase Three activities. Our aim, however, is to create true holistic partnerships by working with companies to undertake Phase Four and Phase Five activities. While Miami does have some Phase Five partners, we want to make this level of involvement more matter-of-course. Achieving holistic engagement is the best way to ensure true sustainable capacity and relevancy in our C/I programs.

Miami Budget Narrative

For the purposes of this project, the Miami Main Campus is the “applicant,” and the Regional Campuses’ budget appears as a single line in the “Other” category. The full Regional Campuses’ budget is presented in the appendix, and the narrative for both budgets is presented below.

Main Campus

The Main Campus requests total direct costs of \$770,130; and 8% indirect costs of \$61,610; for a total request of \$831,740 (including Regionals Campus funding). This is matched more than 100% with total business wage contribution of \$833,027. Of the total request, \$277,974 (33%) goes to students as scholarships or businesses as wage subsidy, and \$492,156 (59%) goes to infrastructure development. The cost per each of 118 students (Main + Regional) is \$7,049. The Main Campus budget is comprised of:

- Personnel: New hire at \$35,000 Yr 1, incremented 3% Yr 2 for a total of \$71,000. Will coordinate CS Office project programming, marketing, administrative efforts, and outreach to employers.
- Personnel: New hire at \$35,000 Yr 1, incremented 3% Yr 2 for a total of \$71,000. Will support implementation of the Cincinnati Digital Innovation Center.
- Fringe benefits: Calculated at the full time rate of 37.34% Yr 1; 38.16% Yr 2 and part time rates of 16.44% Yr 1 and 16.50% Yr 2. Total benefits are \$53,841.
- Travel: Miami staff to businesses; businesses to Miami; travel to conferences - \$26,538.
- Scholarships: 55 C/I students at \$2400/student is \$132,000.
- Wage subsidy: 28 C/I students at \$2813 is \$78,774.
- Other: Mobile app “InternshipMatch” created - \$27,000
- Other: Faculty stipends for workshops and Employer Development Committees work - \$53,600
- Other: Alumnus and Executive-in-residence programs for job development - \$20,000
- Other: Cincinnati Innovation Center development - \$48,000
- Other: Miami Regionals OMIC budget - \$184,277

Regional Campuses

The Regional Campuses request total direct costs of \$184,227; and 8% indirect costs of \$14,742; for a total request of \$199,019. This is matched more than 100% with a total business wage contribution of \$236,250. Of the total request, \$67,200 (34%) will go to students as scholarships or businesses as wage subsidy, and \$131,819 (66%) will go towards infrastructure development. The cost per each of 35 students is \$5,686. The Regional Campus budget is comprised of:

- Personnel: Under last year’s OMIC funding we made a new ½ time hire. For Yr. 1 of this OMIC funding, we will move this hire to full time—the Regionals will pay ½ her salary and benefits, as we promised in the last year’s OMIC award, and this current request will pay ½ her salary and benefits. Her salary in Yr. 1 is \$41,000, incremented 3% in Yr 2 for a total of \$62,730.
- Personnel: Project co-director Shelley Cassidy’s current Miami contract is 10 months. This OMIC request will provide \$6,000 plus benefits to work two summer months over two years.
- Personnel: \$2,000 plus benefits for Miami staff to develop on-line submission webpage
- Fringe benefits: Calculated at the full time rate of 37.34% Yr 1; 38.16% Yr 2 and part time rates of 16.44% Yr 1 and 16.50% Yr 2. Total benefits are \$25,997.
- Supplies: Printing for C/I Preparation Workbooks for 200 students - \$600
- Travel: Miami staff to businesses; travel to conferences - \$6,750.
- Scholarships: 12 C/I students at \$1,000/student is \$12,000.
- Wage subsidy: 23 C/I students at \$2400 is \$55,200.
- Other: Faculty Learning Community and Mini Grant - \$8,000
- Other: Speaker series for Faculty Learning Community and students - \$5,000

APPENDICES

Combined Budget

Regional Budget

Business Partners Snapshot

Letters of Commitment

David Creamer, Vice President for Finance and Business Services, Miami University

G. Michael Pratt, Associate Provost and Dean, College of Professional Studies and Applied Sciences, Miami University

Katy Meinhardt, Divisional Assistant VP, Human Resources, American Financial Group, Inc.

Maurizlo Macaluso, Director, Division of Biostatistics and Epidemiology, Cincinnati Children's Hospital Medical Center

David Romp, Manager, Staffing and Recruiting, Clark Schaefer Hackett

Karen Luther, Director, Human Resources, The David J. Joseph Company

David Ames, Vice President, Talent Management and Acquisition, Exel, Inc.

Jessica Schinaman, University Relations Manager, Fifth-Third Bank

Brian Walker, Manager, Technical Services and Product Design, Green Bay Packaging, Inc.

Darryl Maslar, Vice President, Enterprise Information Systems, Hillenbrand, Inc.

Chris McLennan, President and CEO, ilesfay Technology Group

James Conti III, Vice President, Human Capital Development, Kao USA, Inc.

Michael Coyne, Vice President, Meaden and Moore, Ltd.

Michael Miller, Vice President, Product Engineering, MTD Products, Inc.

Jeff Davis, Senior Director of Recruiting, Paycor

Austin Coop, General Manager, Roadtrippers, Inc.

Colleen Dorr, Human Resource Manager, Socius

Maria Bennett, President and CEO, SPR Therapeutics

Scott DeAngelo, SVP Finance, Vantiv

Jill O'Neal, Human Resource and Safety Manager, Weidmann Electrical Technology, Inc.

Matt Davis, Interim Executive Director, Cincinnati USA Partnership

Kay Geiger, President Cincinnati/Northern Kentucky, The PNC Financial Services Group

Ryan Jones, Human Resources Generalist, Valeo Climate Control Corp.

Christine Kornylak, Kornylak Corporation

Nicole Abrams, Human Resource Assistant, Silfex Inc.

Drew Johnson, President/CEO, GE Schmidt, Inc.

Matthew Farley, Quality Engineer, Worthington Steel

Sam Russell, Recruiting Specialist, Intelligrated

Randy Kolbet, Manufacturing Engineering Manager, ADS

Paula Polyak, Plant Human Resource Manager, SunCoke Energy

Jim Topich, Director of Engineering and Design, Kinetic Vision

Diane Sontag, Engineering Administrative Assistant, Meyer Tool, Inc.

Joe Hertenstein, President/NEBB Professional, Air Solutions, Inc.

Ron Sorrell, Test Engineer, gh Package and Product Testing and Consulting, Inc.

Franceene McKinney, IOS Consultants, LLC

Chris Boue, President, Boue Health Care Solutions

Chrissy Zannoni, Director of Corporate Resources, Accutek Testing Laboratory

Bios of Key Staff

Michael Goldman

Shelley Cassady

Heather Christman

Marketing and Informational Materials

Main Campus Career Services Resource Guide for Faculty and Staff

Main Campus Career Success Certificate

Regional Fact Sheet for Students

Regional Fact Sheet for Employers

Work/Learning Evaluation Form

Activity	Total	Regents Funds	Business Funds*	Applicant Funds	Education Partner Funds	Name of Education Partners	Other Partner Funds	Name of Other Partners
Personnel								
a) Internship Coordinator (Annual Salary 35K; incremented 3.0%)	\$71,050	\$71,050						
b) Cincinnati Digital Innovation Center Internship Coordinator (Annual Salary 35K; incremented 3.0%)	\$71,050	\$71,050						
Fringe Benefits (37.34% Year 1; 38.16% Year 2)	\$53,841	\$53,841						
Supplies	\$4,000	\$4,000						
Purchased Services								
Travel	\$26,538	\$26,538						
Scholarships Coming from Regents (D11) and wages coming from businesses (E11) (55 students X	\$531,841	\$132,000	\$399,841					
Employer Grant for Wage Subsidy (28 internships)	\$275,710	\$78,774	\$196,936					
Other Employer Contributions								
Other (Mobile App)	\$27,000	\$27,000						
Other (Faculty Stipends)	\$53,600	\$53,600						
Other (Alumnus and Executive In-residence expenses)	\$20,000	\$20,000						
Other (Cincinnati Innovation Center Development)	\$48,000	\$48,000						
Other (Miami Regional Campus budget subtotal)--see appendix for detail	\$448,681	\$184,277	\$236,250	\$28,155				
Subtotal	\$1,631,311	\$770,130	\$833,027	\$28,155				
Indirect Costs 8% or less	\$61,610	\$61,610						
TOTAL	\$1,692,922	\$831,740	\$833,027	\$28,155				

*Equal to or greater than 100% of requested state money for undergraduate programs and 150% for grad programs

MIAMI REGIONALS BUDGET

Activity	Total	Regents Funds	Business Funds*	Applicant Funds	Education Partner Funds	Name of Education Partners	Other Partner Funds	Name of Other Partners
Personnel								
a) Project Director Shelley Cassady; Two weeks summer salary each year based on 10 month sal @ \$59,380	\$6,000	\$6,000						
b) Regional Job Coordinator Amber Willeford; \$41,000 in Yr 1 (half from Regents, half from Miami as per our 2012 OMIC award). 3.0% increase in Year 2	\$83,230	\$62,730		\$20,500				
c) Web developer to make business evaluation of co-ops an on-line submission	\$2,000	\$2,000						
Fringe Benefits	\$33,651	\$25,997		\$7,655				
Supplies C/I Preparation Workbooks for 200 students	\$600	\$600						
Purchased Services								
Travel	\$6,750	\$6,750						
Scholarships Biz Fund (\$15/hr x 30 hrs/wk x 15 wks sem x 12 students) + Regents Fund (\$1000 scholarships x 12 students)	\$93,000	\$12,000	\$81,000					
Employer Salaries Biz Fund (\$15/hr x 30 hrs/wk x 15 wks sem x 23 new co-ops) + Regents Fund (\$2400 subsidy x 23 students)	\$210,450	\$55,200	\$155,250					
Other Employer Contributions								
Other (Describe) Faculty Learning Community and mini-grant program	\$8,000	\$8,000						
Other (Describe) Speaker series for Faculty Learning Community and students	\$5,000	\$5,000						
Subtotal	\$448,681	\$184,277	\$236,250	\$28,155				
Indirect Costs 8% or less	\$14,742	\$14,742						
TOTAL	\$463,423	\$199,019	\$236,250	\$28,155				

*Equal to or greater than 100% of requested state money for undergrad programs and 150% for grad programs

Employer Name	Total Intern & Co-op Wages	# of Intern Positions	# of Co-op Positions	Amount of Other Employer Contributions
American Financial Group, Inc.	\$18,000.00	3	0	
Cincinnati Children's Hospital Medical Center	\$44,160.00	4	0	
Clark Schaefer Hackett	\$50,000.00	5	0	
David J. Joseph Company, The	\$23,000.00	6	0	
Exel, Inc.	\$66,000.00	10	0	
Fifth Third Bank	\$21,600.00	3	0	
Green Bay Packaging Inc.	\$48,000.00	8	0	
Hillenbrand, Inc.	\$64,000.00	10	0	
Ilesfay Technology Group	\$15,200.00	2	0	
Kao USA Inc.	\$43,200.00	3	0	
Meaden & Moore	\$19,000.00	2	0	
MTD Products Inc.	\$13,017.00	2	0	
Paycor	\$12,800.00	2	0	
Roadtrippers Inc.	\$24,000.00	5	0	
Socius	\$18,000.00	3	0	
SPR Therapeutics	\$64,000.00	10	0	
Vantiv	\$32,000.00	4	0	
Weidmann	\$20,800.00	1	0	
Korynlak	\$13,500.00	0	2	
Silfex	\$13,500.00	0	2	
GE Schmidt	\$13,500.00	0	2	
Worthington Steel	\$13,500.00	0	2	
Intelligrated	\$13,500.00	0	2	
ADS	\$20,250.00	0	3	
Suncoke	\$13,500.00	0	2	
Kinetic	\$13,500.00	0	2	
Meyer	\$13,500.00	0	2	
Air Solutions	\$13,500.00	0	2	
Valeo	\$33,750.00	0	5	
gh Package	\$13,500.00	0	2	
Boue	\$13,500.00	0	2	
IOS	\$20,250.00	0	3	
Accutek	\$13,500.00	0	2	
33	\$833,027.00	83	35	\$0.00
Total # of Employers Goes Here	Total Wage Commitment Goes Here	Total Number of Positions Goes Here	Total Number of Positions Goes Here	Total Amount of Other Employer Contributions Goes Here



Vice President for Finance and Business Services and Treasurer

ROUDEBUSH HALL ROOM 218
OXFORD, OH 45056-3653
(513) 529-4226
(513) 529-2121 FAX

November 15, 2013

John Carey, Chancellor
Ohio Board of Regents
University System of Ohio
30 E. Broad St., 36th Floor
Columbus, OH 43215

Dear Chancellor Carey:

Miami University is committed to cooperative education and internships. Our students currently benefit from co-op and internship experiences, and the proposed two-year project will allow us to increase the number of students impacted, while at the same time expand the number and breadth of local, regional and state companies participating in this workforce/education collaborative. Support for cooperative education and internships is specifically mentioned in Miami's new Vision 2020, our plan for continued excellence to 2020. This vision statement says that all stakeholders benefit from the close interaction the program provides which often leads to fine tuning of the curriculum to directly prepare our students for jobs with our industry partners.

From our Career Services placement data, we know that co-op and internship experience not only enhances our students' technical skills but also greatly improves our student's opportunities for full-time employment after graduation. In addition, students who co-op reap immediate financial benefits and graduate with far less financial debt.

We really appreciate this grant opportunity to continue to expand and enhance our co-op/internship program at Miami to more students and businesses. The two year grant application will support two full-time people for two years for a total of \$195,940. Miami University will support these two positions for five years after the grant funding ceases.

I am pleased to commit the resources of Miami University to ensure success of this proposal. We look forward to the positive impact that the project will have on the local and state economies and industries by building more business/education partnerships that will strengthen Ohio's workforce and help keep our local student talent in the state.

Sincerely,

A handwritten signature in black ink that reads "David K. Creamer".

David K. Creamer
Vice President for Finance
and Business Services

November 15, 2013

John Carey, Chancellor
Ohio Board of Regents
University System of Ohio
30 E. Broad St., 36th Floor
Columbus, OH 43215

Dear Chancellor Carey:

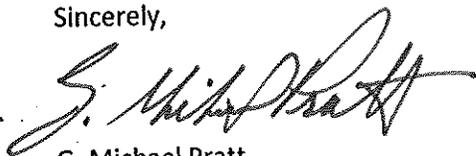
The Regional Campuses of Miami University are committed to cooperative education and internships. Our Regional students currently benefit from co-op and internship experiences, and the proposed two-year project will allow us to increase the number of students impacted, while at the same time expand the number and breadth of local and regional companies participating in this workforce/education collaborative. Support for cooperative education and internships is specifically mentioned in Miami's new Vision 2020, our plan for continued excellence to 2020. This vision statement says that all stakeholders benefit from the close interaction the program provides which often leads to fine tuning of the curriculum to directly prepare our students for jobs with our industry partners.

From our Regional student co-op/internship placement data, we know that co-op and internship experience not only enhances our students' technical skills but also greatly improves our student's opportunities for full-time employment after graduation. In addition, students who co-op reap immediate financial benefits and graduate with far less financial debt.

We really appreciate this grant opportunity to continue to expand and enhance our co-op/internship program on the Regional campuses to more students and businesses, particularly emphasizing small and mid-size local companies. The two year grant demonstrates Miami matching funds of \$20,000 to support a Regional Coordinator for ½ of a full-time position in 2013/14. In addition, to honor the sustainability of the program, as requested in the RFP, we pledge to continue to support this staffing position full-time for five years after the grant funding has ceased.

I am pleased to commit the resources of Miami University and its Regional Campuses to ensure success of this proposal. We look forward to the positive impact that the project will have on the local and state economies and industries by building more business/education partnerships that will strengthen Ohio's workforce and help keep our local student talent in the state.

Sincerely,



G. Michael Pratt
Associate Provost and Dean
College of Professional Studies & Applied Sciences



November 13, 2013

Chancellor John Carey and Review Board
Ohio Means Internships & Co-ops
University Systems of Ohio
Ohio Board of Regents

Dear Chancellor Carey and Review Board:

On behalf of American Financial Group, I am writing to express strong support for the Ohio Means Internships & Co-ops proposal prepared by Miami University-Oxford. We heartily endorse Miami's proposal to grow the number of internship opportunities available to Miami students, and to increase the number of Miami students who complete one or more internships while enrolled at the university.

As an employer within the state of Ohio, we rely on colleges and universities to provide the human capital that allow us to continue to grow as an employer. Historically, we have employed interns in a variety of functions based on our business and talent strategy. We project three internships may be created due to this program. However, American Financial Group reserves the right to change the number of such positions at any time.

Sincerely,

Katy Meinhardt

Divisional Assistant Vice President, Human Resources

American Financial Group, Inc.



change the outcome

November 13, 2013

Chancellor John Carey and Review Board
Ohio Means Internships & Co-ops
University Systems of Ohio
Ohio Board of Regents

Dear Chancellor Carey and Review Board:

On behalf of the Division of Biostatistics and Epidemiology within Cincinnati Children's Hospital Medical Center, I am writing to express strong support for the Ohio Means Internships & Co-ops proposal prepared by Miami University-Oxford. We heartily endorse Miami's proposal to grow the number of internship opportunities available to Miami students, and to increase the number of Miami students who complete one or more internships while enrolled at the university.

As an employer within the state of Ohio, we rely on colleges and universities to provide the human capital that allow us to continue to grow as an employer.

Table with 2 columns: Description and Value. Rows include: Number of new internships to be created if subsidized up to 50% with proceeds of the OMIC grant (Up to 2 per year); Total estimated earnings of students participating in internships listed above (\$12 per hour, Expect students to work 8 weeks @ 40 hours in summer (May-August) and students would work 30 weeks at 20 hours during school year (September-April) Total per intern: \$11,040); Amount of in-kind support attributed to staff supervising, mentoring, and training students participating in new internships (\$25,000); Other administrative costs associated with employing Miami internship students (\$2000).

Historically, we have employed interns in a variety of functions based on our business and talent strategy. We are excited to partner with the Governor and the Board of Regents to grow internships in Ohio, and welcome the opportunity to participate with Miami University.

Sincerely,

Maurizio Macaluso
Director, Division of Biostatistics and Epidemiology

October 31, 2013

Chancellor John Carey and Review Board
 Ohio Means Internships & Co-ops
 University Systems of Ohio
 Ohio Board of Regents

Dear Chancellor Carey and Review Board:

On behalf of Clark Schaefer Hackett, I am writing to express strong support for the Ohio Means Internships & Co-ops proposal prepared by Miami University-Oxford. We heartily endorse Miami's proposal to grow the number of internship opportunities available to Miami students, and to increase the number of Miami students who complete one or more internships while enrolled at the university.

As an Ohio based employer, we rely on colleges and universities to provide the human capital that allow us to continue to grow as an employer. This past fall alone we extended job offers to more than 70 students for Ohio-based internships or entry-level positions.

Description	Value
Number of new internships to be created if subsidized up to 50% with proceeds of the grant:	3-5
Total estimated earnings of students participating in internships listed above:	\$9K - \$11K over 12 weeks
Amount of in-kind support attributed to staff supervising, mentoring, and training students participating in new internships:	Significant, difficult to quantify
Other administrative costs associated with employing Miami internship students:	Overhead up to 20-30% of pay rate

Historically, we have employed interns in a variety of functions, primarily in the Accounting and Marketing areas. We are excited to partner with the Governor and the Board of Regents to grow internships in Ohio, and welcome the opportunity to participate with Miami University.

Sincerely,



David W. Romp
 Manager, Staffing & Recruiting

1 east fourth street, ste. 1200
 cincinnati, oh 45202

www.cshco.com
 p. 513.241.3111
 f. 513.241.1212



November 5, 2013

The David J. Joseph Company

Chancellor John Carey and Review Board
Ohio Means Internships & Co-ops
University Systems of Ohio
Ohio Board of Regents

Dear Chancellor Carey and Review Board:

On behalf of The David J. Joseph Company I am writing to express strong support for the Ohio Means Internships & Co-ops proposal prepared by Miami University-Oxford. We heartily endorse Miami's proposal to grow the number of internship opportunities available to Miami students, and to increase the number of Miami students who complete one or more internships while enrolled at the university.

As an employer within the state of Ohio, we rely on colleges and universities to provide the human capital that allow us to continue to grow as an employer.

Description	Value
Number of new internships to be created if subsidized up to 50% with proceeds of the OMIC grant	6
Total estimated earnings of students participating in internships listed above	@ \$23,000
Amount of in-kind support attributed to staff supervising, mentoring, and training students participating in new internships	Not measured
Other administrative costs associated with employing Miami internship students	Not measured

Historically, we have employed interns in a variety of functions based on our business and talent strategy. We are excited to partner with the Governor and the Board of Regents to grow internships in Ohio, and welcome the opportunity to participate with Miami University.

Sincerely,

Karen Luther
Director- Human Resources
The David J. Joseph Company



November 5, 2013

Chancellor John Carey and Review Board
Ohio Means Internships & Co-ops
University Systems of Ohio
Ohio Board of Regents

Exel, Inc.
570 Polaris Parkway
Westerville
OH 43082
USA

Dear Chancellor Carey and Review Board:

On behalf of Exel Supply Chain, I am writing to express strong support for the Ohio Means Internships & Co-ops proposal prepared by Miami University – Oxford. We heartily endorse Miami's proposal to grow the number of internship opportunities available to Miami students, and to increase the number of Miami students who complete one or more internships while enrolled at the university.

As an employer within the state of Ohio, we rely on colleges and universities to provide the human capital that allow us to continue to grow as an employer.

Description	Value
Number of new internships to be created if subsidized up to 50% with proceeds of the OMIC grant	10 Interns
Total estimated earnings of students participating in internships listed above	\$16.50/hour * 40 hours/week * 10 weeks * 10 Interns = \$66,000
Amount of in-kind support attributed to staff supervising, mentoring, and training students participating in new internships	<ul style="list-style-type: none">• 10 Supervisors of Interns• 6 General Managers – involved with training and mentoring• 3 Directors – involved with training and mentoring• 2 VPs – involved with support of programs• 3 college recruiting staff members responsible for training and engagement throughout Internship
Other administrative costs associated with employing Miami Internship students	\$250/Intern (site tours, lunches, Internship Capstone event) * 10 Interns = \$2,500

Historically, we have employed interns in a variety of functions based on our business and talent strategy. We are excited to partner with the Governor and the Board of Regents to grow internships in Ohio, and welcome the opportunity to participate with Miami University.

Sincerely,

David L. Ames
Vice President, Talent Management & Acquisition
Supply Chain Americas



November 8, 2013

Chancellor John Carey and Review Board
Ohio Means Internships & Co-ops
University Systems of Ohio
Ohio Board of Regents

Dear Chancellor Carey and Review Board:

On behalf of Fifth Third Bank, I am writing to express strong support for the Ohio Means Internships & Co-ops proposal prepared by Miami University. We heartily endorse Miami University's proposal to grow the number of internship opportunities available to Miami University students, and to increase the number of Miami University students who complete one or more internships while enrolled at the university.

As an employer within the state of Ohio, we rely on colleges and universities to provide the human capital that allow us to continue to grow as an employer. It is my understanding that if new paid internship opportunities are created in conjunction with this program, they would be co-funded by the grant, which would enable Fifth Third to create such new internship positions. A projected number of paid internship positions we intend to create as part of this program is three positions. However, Fifth Third reserves the right and responsibility to increase or decrease the number of such positions depending on market conditions and operational needs. An internship position for the summer is a commitment of approximately \$7,200 which will be funded up to 50% by this program. Three internships would total approximately \$21,600.

Historically, we have employed interns in a variety of functions based on our business and talent strategy. We are excited to partner with Miami University to grow internships in Ohio, and welcome the opportunity to participate in this new program.

Sincerely,

A handwritten signature in black ink that reads 'Jessica Schinaman'.

Jessica Schinaman, Officer
University Relations Manager
Fifth Third Bank

Green Bay Packaging Inc.

2323 Commerce Dr., Fremont, OH 43420

Ph. (419) 332-5593 Fx. (419) 332-5713

ISTA Lab No. ST-2049

www.gbp.com

November 6, 2013

Chancellor John Carey and Review Board
Ohio Means Internships & Co-ops
University Systems of Ohio
Ohio Board of Regents

Dear Chancellor Carey and Review Board:

On behalf of Green Bay Packaging Inc., Fremont, Ohio, I am writing to express strong support for the Ohio Means Internships & Co-ops proposal prepared by Miami University-Oxford. We heartily endorse Miami's proposal to grow the number of internship opportunities available to Miami students, and to increase the number of Miami students who complete one or more internships while enrolled at the university. As an employer within the state of Ohio, we rely on colleges and universities to provide the human capital that allow us to continue to grow as an employer.

We have participated for many years with our local schools to get both temporary and long term students and employees. The success we have had in our design and technical areas have shown to be a clear benefit to our company and we will continue this program. Our usual program involves two to four student coops per year, and many have stayed on with us for multiple semesters. The benefit to Green Bay Packaging is certainly as valuable as to each student we have employed.

We are excited to partner with the Governor and the Board of Regents to grow internships in Ohio, and welcome the opportunity to participate with Miami University.

Sincerely,
Brian D. Walker, CPLP
Manager, Technical Services & Product Design
Green Bay Packaging Inc.
419-355-2732

HILLENBRAND, INC.

November 5, 2013

Chancellor John Carey and Review Board
Ohio Means Internships & Co-ops
University Systems of Ohio
Ohio Board of Regents

Dear Chancellor Carey and Review Board:

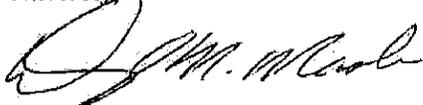
On behalf of Hillenbrand Inc., I am writing to express strong support for the Ohio Means Internships & Co-ops proposal prepared by Miami University-Oxford. We heartily endorse Miami's proposal to grow the number of internship opportunities available to Miami students, and to increase the number of Miami students who complete one or more internships while enrolled at the university.

As an employer with operations within and near the state of Ohio, we rely on colleges and universities to provide the human capital that allow us to continue to grow as an employer. Below are estimates of the number of students for which Hillenbrand anticipates hiring, as interns, from Miami University-Oxford over the course of the next 24 months:

Description	Value
Number of new internships to be created if subsidized up to 50% with proceeds of the OMIC grant	10
Total estimated earnings of students participating in internships listed above	\$64,000
Other administrative costs associated with employing Miami internship students	Housing (if applic) \$2000/pp

Historically, we have employed interns in a variety of functions based on our business and talent strategy. We are excited to partner with the Governor and the Board of Regents to grow internships in Ohio, and welcome the opportunity to participate with Miami University.

Sincerely,



Darryl Maslar
Vice President, Enterprise Information Systems



November 6, 2013

Chancellor John Carey and Review Board
Ohio Means Internships & Co-ops
University Systems of Ohio
Ohio Board of Regents

Dear Chancellor Carey and Review Board:

On behalf of Ilesfay Technology Group, I am writing to express strong support for the Ohio Means Internships & Co-ops proposal prepared by Miami University-Oxford. We heartily endorse Miami's proposal to grow the number of internship opportunities available to Miami students, and to increase the number of Miami students who complete one or more internships while enrolled at the university.

As an employer within the state of Ohio, we rely on colleges and universities to provide the human capital that allow us to continue to grow as an employer.

Description	Value
Number of new internships to be created if subsidized up to 50% with proceeds of the grant	2
Total estimated earnings of students participating in internships listed above	\$7,600
Amount of in-kind support attributed to staff supervising, mentoring, and training students participating in new internships	\$12,000
Other administrative costs associated with employing Miami internship students	\$3,000

We are excited to partner with the Governor and the Board of Regents to grow internships in Ohio and welcome the opportunity to participate with Miami University.

Sincerely,

Chris McLennan
President & CEO
Ilesfay Technology Group

November 11, 2013

Chancellor John Carey and Review Board
Ohio Means Internships & Co-ops
University Systems of Ohio
Ohio Board of Regents

Dear Chancellor Carey and Review Board:

On behalf of Kao USA Inc., I am writing to express strong support for the Ohio Means Internships & Co-ops proposal prepared by Miami University-Oxford. We heartily endorse Miami's proposal to grow the number of internship opportunities available to Miami students, and to increase the number of Miami students who complete one or more internships while enrolled at the university.

As an employer within the state of Ohio, we rely on colleges and universities to provide the human capital that allow us to continue to grow as an employer.

Description	Value
Number of new internships to be created if subsidized up to 50% with proceeds of the OMIC grant	3
Total estimated earnings of students participating in internships listed above	\$43,200
Amount of in-kind support attributed to staff supervising, mentoring, and training students participating in new internships	\$0
Other administrative costs associated with employing Miami Internship students	\$0

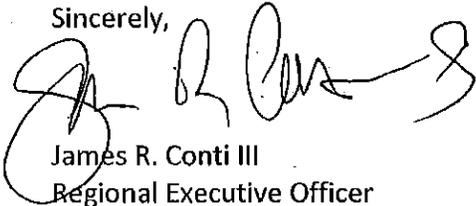
Kao USA Inc.

2535 Spring Grove Avenue,
Cincinnati, Oh 45214-1729

Kao

Historically, we have employed interns in a variety of functions based on our business and talent strategy. We are excited to partner with the Governor and the Board of Regents to grow internships in Ohio, and welcome the opportunity to participate with Miami University.

Sincerely,



James R. Conti III
Regional Executive Officer
Vice President, Human Capital Development
Americas, Europe, Middle East and Africa

Meaden & Moore

November 1, 2013

Chancellor John Carey and Review Board
Ohio Means Internships & Co-ops
University Systems of Ohio
Ohio Board of Regents

Dear Chancellor Carey and Review Board:

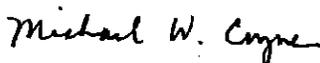
On behalf of Meaden & Moore, Ltd., I am writing to express strong support for the Ohio Means Internships & Co-ops proposal prepared by Miami University-Oxford. We heartily endorse Miami's proposal to grow the number of internship opportunities available to Miami students, and to increase the number of Miami students who complete one or more internships while enrolled at the university.

As an employer within the state of Ohio, we rely on colleges and universities to provide the human capital that allow us to continue to grow as an employer.

<u>Description</u>	<u>Value (per year)</u>
Number of new internships to be created if subsidized up to 50% with proceeds of the grant:	2
Total estimated earnings of students participating in internships listed above:	\$19,000
Amount of in-kind support attributed to staff supervising, mentoring, and training students participating in new internships:	\$4,000
Other administrative costs associated with employing Miami internship students:	n/a

Historically, we have employed interns in a variety of functions based on our business and talent strategy. We are excited to partner with the Governor and the Board of Regents to grow internships in Ohio, and welcome the opportunity to participate with Miami University.

Sincerely,



Michael W. Coyne, CPA
Vice President



Meaden & Moore, Ltd.
(A Meaden & Moore Company)

1100 Superior Avenue Suite 1100 Cleveland, Ohio 44114-2523 216-241-3272 FAX 216-771-4511
Akron Atlanta Charlotte Chicago Cleveland Columbus Los Angeles Naperville New York Orlando Phoenix Pittsburgh Wooster



MTD PRODUCTS INC
 MTD Consumer Products
 Consumer Products Center
 P.O. Box 368022
 Cleveland, Ohio 44136-9722

November 2, 2013

Chancellor John Carey and Review Board
 Ohio Means Internships & Co-ops
 University Systems of Ohio
 Ohio Board of Regents

Dear Chancellor Carey and Review Board:

On behalf of MTD Products Inc, I am writing to express strong support for the Ohio Means Internships and Co-ops proposal prepared by Miami University-Oxford. We heartily endorse Miami's proposal to grow the number of internship opportunities available to Miami students, and to increase the number of Miami students who complete one or more internships while enrolled at the university.

As an employer within the state of Ohio, we rely on colleges and universities to provide the human capital that allow us to continue to grow as an employer.

Description	Value
Number of new internships to be created if subsidized up to 50% with proceeds of the OMIC grant	Up to (2) positions
Total estimated earnings of students participating in internships listed above	12 week internship x 40 hours/week x \$13.56/hour = \$13,017 (Two students)
Amount of in-kind support attributed to staff supervising, mentoring, and training students participating in new internships	Approximately \$3,500
Other administrative costs associated with employing Miami internship students	Negligible

Historically, we have employed interns in a variety of functions based on our business and talent strategy. We are excited to partner with the Governor and the Board of Regents to grow internships in Ohio, and welcome the opportunity to participate with Miami University.

Sincerely,

Michael W. Miller
 Vice President Product Engineering



November 13, 2013

Chancellor John Carey and Review Board
Ohio Means Internships & Co-ops
University Systems of Ohio
Ohio Board of Regents

Dear Chancellor Carey and Review Board:

On behalf of Paycor, Inc, I am writing to express strong support for the Ohio Means Internships & Co-ops proposal prepared by Miami University-Oxford. We heartily endorse Miami's proposal to grow the number of internship opportunities available to Miami students, and to increase the number of Miami students who complete one or more internships while enrolled at the university.

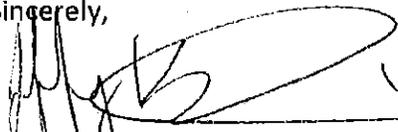
As an employer within the state of Ohio, we rely on colleges and universities to provide the human capital that allow us to continue to grow as an employer.

Description	Value
Number of new internships to be created if subsidized up to 50% with proceeds of the OMIC grant	2
Total estimated earnings of students participating in internships listed above	2 x \$16.00
Amount of in-kind support attributed to staff supervising, mentoring, and training students participating in new internships	
Other administrative costs associated with employing Miami internship students	

40hrs For 10 weeks

Historically, we have employed interns in a variety of functions based on our business and talent strategy. We are excited to partner with the Governor and the Board of Regents to grow internships in Ohio, and welcome the opportunity to participate with Miami University.

Sincerely,


Jeff Davis

Senior Director of Recruiting



ROADTRIPPERS INC.

131 E McMicken Ave
Cincinnati, Ohio 45202
USA

T: +1 (513) 827-8273
E: Info@roadtrippers.com

www.roadtrippers.com

Chancellor John Carey and Review Board
Ohio Means Internships & Co-ops
University Systems of Ohio
Ohio Board of Regents

Dear Chancellor Carey and Review Board:

On behalf of Roadtrippers Inc., I am writing to express strong support for the Ohio Means Internships & Co-ops proposal prepared by Miami University-Oxford. We heartily endorse Miami's proposal to grow the number of internship opportunities available to Miami students, and to increase the number of Miami students who complete one or more internships while enrolled at the university.

As an employer within the state of Ohio, we rely on colleges and universities to provide the human capital that allow us to continue to grow as an employer.

Description	Value
Number of new internships to be created if subsidized up to 50% with proceeds of the grant:	2-5
Total estimated earnings of students participating in internships listed above:	9600-24000
Amount of in-kind support attributed to staff supervising, mentoring, and training students participating in new internships:	5000
Other administrative costs associated with employing Miami internship students:	500-1000

Historically, we have employed interns in a variety of functions based on our business and talent strategy. We are excited to partner with the Governor and the Board of Regents to grow internships in Ohio, and welcome the opportunity to participate with Miami University.

Sincerely,

Austin Coop
General Manager
Roadtrippers Inc.



November 6, 2013

Chancellor John Carey and Review Board
Ohio Means Internships & Co-ops
University Systems of Ohio
Ohio Board of Regents

Dear Chancellor Carey and Review Board:

On behalf of Socius, I am writing to express strong support for the Ohio Means Internships & Co-ops proposal prepared by Miami University-Oxford. We heartily endorse Miami's proposal to grow the number of internship opportunities available to Miami students, and to increase the number of Miami students who complete one or more internships while enrolled at the university.

As an employer within the state of Ohio, we rely on colleges and universities to provide the human capital that allow us to continue to grow as an employer.

Description	Value
Number of new internships to be created if subsidized up to 50% with proceeds of the OMIC grant	3
Total estimated earnings of students participating in internships listed above	\$18,000
Amount of in-kind support attributed to staff supervising, mentoring, and training students participating in new internships	\$5,000
Other administrative costs associated with employing Miami internship students	\$2,700

Historically, we have employed interns in a variety of functions based on our business and talent strategy. We are excited to partner with the Governor and the Board of Regents to grow internships in Ohio, and welcome the opportunity to participate with Miami University.

Sincerely,

Colleen A. Dorr
Human Resource Manager



October 30, 2013

Chancellor John Carey and Review Board
Ohio Means Internships & Co-ops
University Systems of Ohio
Ohio Board of Regents

Dear Chancellor Carey and Review Board:

On behalf of SPR Therapeutics, I am writing to express strong support for the Ohio Means Internships & Co-ops proposal prepared by Miami University-Oxford. We enthusiastically endorse Miami's proposal to grow the number of internship opportunities available to Miami students, and to increase the number of Miami students who complete one or more internships while enrolled at the university.

SPR Therapeutics, headquartered in Northeast Ohio, commercializes medical devices for pain relief and employs highly trained and paid medical device, engineering, manufacturing and business professionals. We rely on colleges and universities to provide the human capital that allow us to continue to grow our medical device business. Historically, we have employed interns in a variety of functions based on our business and talent needs. Just within the last year, we employed a summer intern from Miami University, and hired this student as a full-time employee upon her graduation.

Description	Value (2-year period)
Number of new internships to be created if subsidized up to 50% with proceeds of the grant:	10
Total estimated earnings of students participating in internships listed above:	\$64,000
Amount of in-kind support attributed to staff supervising, mentoring, and training students participating in new internships:	\$40,000
Other administrative costs associated with employing Miami internship students:	\$32,000

As a growing Northeast Ohio medical device business, we are excited to partner with the Governor and the Board of Regents to grow internships in Ohio, and welcome the opportunity to participate with Miami University.

Sincerely,

Maria E. Bennett
President & CEO
SPR Therapeutics
Miami University Class of 1995

22901 Millcreek Boulevard, Suite 110, Cleveland, Ohio 44122

Tel: 216.378.9108 | Fax: 216.378.9116 | www.sprtherapeutics.com
Miami University Ohio Means Internships & Co-ops, page 41 of 74



November 11, 2013

Chancellor John Carey and Review Board
Ohio Means Internships & Co-ops
University Systems of Ohio
Ohio Board of Regents

Dear Chancellor Carey and Review Board:

On behalf of Vantiv, I am writing to express strong support for the Ohio Means Internships & Co-ops proposal prepared by Miami University-Oxford. We heartily endorse Miami's proposal to grow the number of internship opportunities available to Miami students, and to increase the number of Miami students who complete one or more internships while enrolled at the university.

As an employer within the state of Ohio, we rely on Ohio based colleges and universities to supply talent that enables us to continue to grow.

Description	Value
Number of new internships to be created if subsidized up to 50% with proceeds of the OMIC grant	4
Total estimated earnings of students participating in internships listed above	~\$8K (gross) per student ~\$32K (gross) total
Amount of in-kind support attributed to staff supervising, mentoring, and training students participating in new internships	~\$2 - \$3K
Other administrative costs associated with employing Miami internship students	HR, payroll, insurance costs, computer equipment, office space & supplies etc. = ~\$3K

Historically, we have employed interns in a variety of functions based on our business and talent strategy. We are excited to partner with the Governor and the Board of Regents to grow internships in Ohio, and welcome the opportunity to participate with Miami University.

Sincerely,

Signature: Scott DeAngelo
Scott DeAngelo (Nov 11, 2013)

Scott DeAngelo
SVP Finance
scott.deangelo@vantiv.com

WEIDMANN

November 12, 2013

Chancellor John Carey and Review Board
Ohio Means Internships & Co-ops
University Systems of Ohio
Ohio Board of Regents

Dear Chancellor Carey and Review Board:

On behalf of WEIDMANN Electrical Technology, Inc., I am writing to express strong support for the Ohio Means Internships & Co-ops proposal prepared by Miami University-Oxford. We heartily endorse Miami's proposal to grow the number of internship opportunities available to Miami students, and to increase the number of Miami students who complete one or more internships while enrolled at the university. As an employer within the state of Ohio, we rely on colleges and universities to provide the human capital that allow us to continue to grow as an employer.

Description	Value
Number of new internships to be created if subsidized up to 50% with proceeds of the grant:	1
Total estimated earnings of students participating in internships listed above:	\$20,800.00
Amount of in-kind support attributed to staff supervising, mentoring, and training students participating in new internships:	\$30,000.00
Other administrative costs associated with employing Miami internship students:	

Historically, we have employed interns in a variety of functions based on our business and talent strategy. We are excited to partner with the Governor and the Board of Regents to grow internships in Ohio, and welcome the opportunity to participate with Miami University.

Sincerely,

Jill O'Neal
Human Resource & Safety Manager
Ph: (937) 508-2106

WEIDMANN ELECTRICAL TECHNOLOGY INC.
700 West Court Street, P. O. Box 716, Urbana, OH 43078, USA
T+1 937 652 1220, www.weidmann-electrical.com

A Member of the **WICOR** Group

November 8, 2013

Chancellor John Carey and Review Board
Ohio Means Internships & Co-ops
25 South Front Street
Columbus, OH 43215

Dear Chancellor Carey and Review Board:

On behalf of the Cincinnati USA Partnership, I am writing to express strong support for the Ohio Means Internships & Co-ops proposal, prepared by Miami University-Oxford. We heartily endorse Miami's proposal to grow the number of internship opportunities available to Miami students, and to increase the number of Miami students who complete one or more internships while enrolled at the university.

As the economic development arm of the Cincinnati USA Regional Chamber of Commerce, we rely heavily on colleges and universities to provide the human capital that allows our region to grow. The retention of these graduates is extremely valuable not only to corporations and startup businesses in SW Ohio, but to the entire state.

We are excited Miami University is a Partnership Investor and we look forward to working with them and the other public higher education institutions in the Greater Cincinnati Region.

Sincerely,



Matt Davis
Interim Executive Director
Cincinnati USA Partnership

300 Carew Tower
441 Vine Street
Cincinnati, Ohio 45202-2812
phone 513.579.3107
fax 513.579.3101

Kay Geiger
President Cincinnati/Northern Kentucky
T 513-651-8926 kay.geiger@pnc.com



November 14, 2013

Chancellor John Carey and Review Board
Ohio Means Internships & Co-ops
University System of Ohio
Ohio Board of Regents

Dear Chancellor Carey and Review Board:

On behalf of PNC Bank, I am writing to express strong support for the Ohio Means Internships & Co-ops proposal prepared by Miami University-Oxford. We heartily endorse Miami's proposal to grow the number of internship opportunities available to Miami students, and to increase the number of Miami students who complete one or more internships while enrolled at the university.

As a Fortune 200 company and one of the nation's largest diversified financial organizations in the nation, PNC is proud to invest in programs that make a difference in our community. We rely heavily on colleges and universities to provide the human capital that allows our region to grow. The retention of these graduates is extremely valuable not only to companies and startup businesses in SW Ohio, but to the entire state.

We are excited Miami University is submitting a proposal for the Ohio Means Internships & Co-ops and we look forward to working with them and the other public higher education institutions in the Greater Cincinnati Region.

Sincerely,

A handwritten signature in black ink that reads 'Kay Geiger' in a cursive style.

Kay Geiger

The PNC Financial Services Group
201 East Fifth Street Cincinnati Ohio 45202-4117



USA DIVISION

Hamilton Plant
3620 Symmes Road
Hamilton, Ohio
45015-1371 U.S.A.
Tel: (513) 682-6100
Fax: (513) 682-6148

November 7, 2013

Mr. Jim Petro, Chancellor
Ohio Board of Regents
University Systems of Ohio
30 E. Broad St., 30th Floor
Columbus, OH 43215

Valeo Climate Control Corp has a continued interest in the co-op/intern program that is provided by Miami University Regional Campuses. Our company manufactures HVAC units for a number of automotive manufactures and we look for co-ops/interns in the engineering field. The fact that the assistance the state can provide Miami will help expand the co-op/internship program will help us and other companies in the area develop our workforce.

We are looking forward to building more co-op/intern partnerships with the Miami Regional campuses in Engineering. We feel that intern/co-op opportunities with local companies are a key factor in keeping local talent in Ohio's workforce.

We are excited to continue our co-op/intern program with Miami University Regional Campuses and hope it will receive the financial support it has requested

Sincerely,

A handwritten signature in black ink, appearing to read "RJ", with a long horizontal line extending to the right.

Ryan Jones
Human Resources Generalist
Valeo Climate Control Corp

KORNYLAK CORPORATION

400 HEATON ST. • HAMILTON, OHIO 45011 • 513 863-1277 • FAX: 863-7644
E-mail: kornylak@kornylak.com • Website: <http://www.kornylak.com>

November 12, 2013

Jim Petro, Chancellor
Ohio Board of Regents
University System of Ohio
30 E. Broad St., 36th Floor
Columbus, OH 43215

Dear Chancellor Petro:

Kornylak Corporation is a small engineering-oriented manufacturing company in Hamilton, Ohio that makes conveyor systems, structural insulated panels, conveyor wheels and specialty vehicles for cargo handling and loading.

I am writing to indicate our support of Miami Universities' co-op/internship program on the Regional Campuses. We recently hired a Miami engineering co-op student and are very excited about the program and building new education and business partnerships now and in the future with the university.

Internships and co-ops create unique benefits for the employers and the students. For a small company such as ourselves, the engineering co-op and internship program provides us with the opportunity to connect with promising students that we hope may one day join us as full time employees. At the same time, we work closely with the students to provide valuable real world experience. The co-op and internship program further develops the Ohio workforce and is an investment that is well worth the time and effort not only for businesses and industries but also for the people of Ohio.

We hope that you will choose to support the Regional Campuses grant application. Their program is very important to the development and welfare of the local workforce as well as the community.

Sincerely,



Christine Kornylak
Kornylak Corporation



Silfex™

A Division of Lam Research Corporation

950 S. Franklin St. • Eaton, OH 45320 USA
(937) 472-3311 • FAX (937) 472-0043

November 13, 2013

Jim Petro, Chancellor
Ohio Board of Regents
University System of Ohio
30 E. Broad Street, 36th Floor
Columbus, Oh 43215

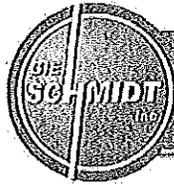
Dear Mr. Petro:

Silfex Incorporated, A Division of Lam Research, is a manufacture of silicon based products for the semiconductor industry. We are writing today to support the efforts of the Miami Regional Co-op & Internship Services staff in providing qualified co-op/intern students to our company. We recognize that this state initiative for workforce development is an important component to training and retaining college educated employees in the state of Ohio and will be happy to send our co-op opportunities to them as well as to other colleges and universities in the area.

We hope that you will support Miami's co-op/intern grant application, and we are pleased to be working with their students in this education/business collaboration.

Sincerely,

Nicole Abrams, Human Resource Assistant
Silfex Incorporated, A Division of Lam Research



Serving Resistance Welding Customers Since 1960

11236 Williamson Road, Cincinnati, Ohio 45244

November 5, 2013

Jim Petro
Chancellor
Ohio Board of Regents, University System of Ohio
30 E. Broad St., 36th Floor
Columbus, OH 43215

Dear Mr. Petro,

I am writing to make you aware of my support of Miami Universities' internship and co-op opportunities that are given to Miami students. I am willing to post co-op and internship positions with Miami's office, as well as hire qualified students within the next two years.

Internships and co-op opportunities create wonderful benefits both for the employer and for the student, and I believe they are worth the investment. As the president of a 53-year-old business in the resistance welding field, I am willing to hire engineering students to work on significant engineering projects. Giving the students hands-on projects with our seasoned engineers will help prepare them for leaving college and entering the workforce. They would not just be learning in the classroom, but learning in a real, professional environment. Co-ops and internships also benefit my company, as we are often busy with building machines in our shop and could always use an extra set of hands. Thus, Miami's program for internship and co-ops is a win-win situation for both the student and the employer. In fact, G.E. Schmidt has hired three employees from Miami's program.

I believe that the internship and co-op program of Miami University is beneficial. As the president of my company, I am willing to post positions and hire qualified students, which would help both my company and the students' educational experience. Thank you for your time in considering how this program will benefit the Ohio workforce.

Sincerely,

A handwritten signature in black ink that reads "Drew Johnson". The signature is fluid and cursive, with a long horizontal flourish extending to the left.

Drew Johnson
President/CEO of G.E. Schmidt, Inc.



Jim Petro, Chancellor
Ohio Board of Regents, University System of Oh
30 E. Board St., 36th Floor
Columbus, Oh 43215

Dear Mr. Petro:

It is my pleasure to write a letter in support of the RFP being submitted by Miami Regional Co-op/Internship Program at Miami University.

We have been hiring co-ops at our facility for many years and we see the benefits for both them and the company. We form our projects to have mentors, defined timelines, goals, and a final presentation. This grant will allow our company to provide future opportunities for upcoming students looking for co-op positions.

Sincerely,

Matthew Farley
Quality Engineer
Worthington Steel – Monroe, Oh



11/4/2013

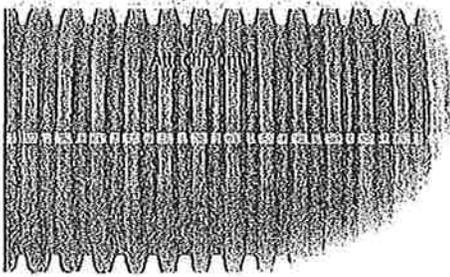
Mr. Jim Petro,

My name is Sam Russell and I am an HR/Recruiting representative with Intelligrated, a leading provider of material handling equipment for distribution warehouses. This Fall Semester of 2013 we are utilizing the Co-op program of Miami University (Middletown campus) for engineering students. I am in support of this program and we plan to use Miami as a resource for attracting top talent for these technical positions. We hope to have a long standing relationship with Miami with this program in the future. If you have any questions as to how we utilize our Co-ops at Intelligrated, please do not hesitate to contact me directly at (513) 701-5632 or at my email: sam.russell@intelligrated.com. I appreciate your time.

Sam Russell

A handwritten signature in black ink, appearing to read 'S. Russell', written over a light grey background.

Recruiting Specialist at Intelligrated.



THE MOST ADVANCED NAME IN DRAINAGE SYSTEMS



October 11, 2012

Mr. Jim Petro
Chancellor
Ohio Board of Regents
Columbus, OH 43215

Advanced Drainage Systems, Inc. is very interested in the co-op/Internship program with Miami University Regional Campuses. Our company manufactures plastic drainage pipe and the Hamilton, Ohio office is where our manufacturing engineering group is located. We have interns that help us with drawings, etc. Any assistance the State can provide for support in expanding this co-op/Internship program should be made available to Miami to help local employers further develop their workforce and expand and grow their services.

Advanced Drainage Systems, Inc. is looking forward to building more new co-op partnerships with Miami Regional campuses in Engineering Technology; it's a great fit for our business. We believe providing co-op opportunities are important to building a better, stronger and more secure workforce in Ohio.

We are very pleased to participate in this business/education collaborative and hope that it will receive the financial support it has requested.

Sincerely,

Randy Kolbet
Manufacturing Engineering Manager



SunCoke Energy

The Higher Degree

October 28, 2013

Jim Petro, Chancellor
Ohio Board of Regents
University System of OH
30 East Broad Street, 36th FL
Columbus, OH 43215

Dear Chancellor Petro,

I am writing to you in support of the Miami University Regionals Co-op and Internship program. When SunCoke came to the Middletown area in 2011 we immediately partnered with Miami University Regional Locations to assist us in testing candidates for employment. Now that SunCoke has transitioned out of start-up operations, our next focus is on talent and growth. For SunCoke, this means establishing an Internship program, and Miami Regionals was our first choice.

The focus of our Internship program is to expose engineering students to the world of advanced manufacturing, and provide them with a "tool box" of practical skills in order to position themselves for early success in their professional careers.

Because SunCoke Energy is very committed to creating opportunities for students, we have decided maintain two Internship/co-op positions year-round at our facility. We are confident that our partnership with Miami Regionals will help us create a positive practical learning experience for Miami students and prepare them to be the future leaders in advanced manufacturing.

Should you have any questions about our internship/co-op experiences, please feel free to contact me at 513-727-5574 or at ppolyak@suncoke.com.

Sincerely,

Paula Polyak
Plant Human Resource Manager
SunCoke Energy
Middletown Operations

kinetic vision

Excellence in Product and Process Development

October 25, 2013

Jim Petro
Chancellor, Ohio Board of Regents
University System of Oh
30 E. Broad St., 36th Floor
Columbus OH 43215

Mr. Petro

Cooperative education is in the forefront of integration between education and the workplace. It allows for students to seamlessly transition from educational material learned to real world experience. This opportunity allows for an experience that is difficult to achieve by any other method. The Miami University creates the possibility for students to expand their professional outlook and achieve exposure in the workplace through their cooperative educational experiences.

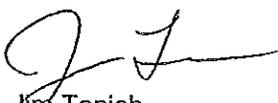
At Kinetic Vision, we strive to create industry leading product and process development. We work with companies throughout the tri-state and provide services to many of the region's major corporations. Through cooperative education, we are able to expose students to fields that include, but are not limited to, BioHealth, Consumer products, Brand Development, Creative Services, Advanced Manufacturing and Aerospace. Key areas of focus are research and development and product development.

Kinetic Vision has been a proud partner of cooperative education for over 20 years. Through ongoing participation, we have experienced numerous benefits. The cooperative education program focuses on the importance of quality and organization. The students that we have had the pleasure of working with have displayed these key values and have directly corresponded to the success of our company. Miami University holds cooperative education to the highest of standards and is reflected in the program, and in the students alike.

Through the cooperative education program, we have been able to expand and benefit directly as an Ohio company. We hope to build on this partnership through the implementation of additional coops into our program. It has been a pleasure working with the Miami University and we hope to build upon this relationship for years to come.

Please feel free to contact me by phone at (513) 729 6981 or by email at jtopich@kinetic-vision.com if you have any questions. Thank you for your time and support.

Sincerely,

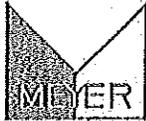


Jim Topich
Director of Engineering and Design

SAEC/kinetic vision, Inc.
DBA Kinetic Vision
10255 Evendale Commons Drive
Cincinnati, Ohio 45241

Miami University Ohio Means Internships & Co-ops, page 54 of 74

voice 513.793.4959
fax 267.219.1490
www.kinetic-vision.com



MEYER TOOL, INC. Established 1951

3055 Colerain Avenue • Cincinnati, OH 45225-0098 • (513) 853-4400

October 25, 2013

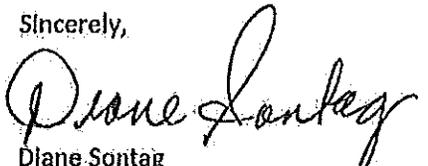
Jim Petro, Chancellor
Ohio Board of Regents
University System of Ohio
30 E. Broad Street, 36th Floor
Columbus, Oh 43215

Dear Mr. Petro:

Meyer Tool Incorporated is a privately-held, high-tech manufacturing company supplying a variety of precision components to the aerospace and gas turbine engine industry. We are writing today to support the efforts of the Miami Regional Co-op & Internship Services staff in providing qualified co-op students to our company. This October we hired our first Miami co-op and are looking forward to seeing how we can use more co-ops in the future. Because we are a smaller company in the Cincinnati area, we are not sure that we will be able to hire co-ops on a regular basis at this time but will be willing to post co-op opportunities to Miami and other Ohio colleges and universities as our industry needs permit.

We hope that you will support Miami's grant application, and we are pleased to be working with the Miami Regionals at this time in this workforce collaboration to help keep more technically trained college students in the workforce in Ohio.

Sincerely,


Diane Sontag
Engineering Administrative Assistant



AIR SOLUTIONS, INC.

9471 Sulton Place
Hamilton, OH 45011
Phone (513) 860-5555
Fax (513) 860-0465

November 4, 2013

Dear Dr. Shelley Cassady,

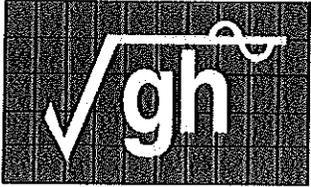
Air Solutions Inc. would like to show our support for the Miami University regional Co-op & Internship program. Air Solutions has utilized this program both currently and in the past. We feel that it is a great benefit for both the Company as well as the student that is in the program.

In the future Air Solutions plans to post co-op/internship positions with Miami University and hire qualified Miami students to supplement and enhance our current workforce.

Sincerely,



Joe Herlenstein
President / NEBB Professional



**gh Package
& Product
Testing and
Consulting, Inc.**

ISO/IEC 17025
Accredited

4090 Thunderbird Lane
Fairfield, OH 45014

Phone (513) 870-0080
Fax (513) 870-0017

21609 N 12th Ave. Suite 300
Phoenix, AZ 85027

Phone (623) 869-8008
Fax (623) 869-8003

November 7, 2013

Mr. Jim Petro
Chancellor
Ohio Board of Regents
Columbus, OH 43215

Dear Chancellor Petro:

gh Package & Product Testing and Consulting, Inc. is a small company in SW Ohio that provides various testing for packaging systems for transportation. We do certification on hazardous materials and high explosives for shipment in the USA and abroad, plus ISTA & ASTM testing with temperature testing for shipment of pharmaceuticals. With this range of testing, we need well-rounded educated employees in electronic and mechanical engineering fields. This year we hired a Miami Regional engineering technology co-op student and have been very happy with the student and with the collaboration with Miami. I, myself, am also an engineering ENT graduate from Miami University's Regional Campuses, so I know how well suited the program is for our specific industry.

We wish to maintain our relationship with the Co-op/Internship Office and plan on hiring more Miami co-op students in the future as our needs arise. Currently, we have a full-time opening in our company for an engineer and I just placed that position with the Miami Regional Co-op/Internship Office.

Any assistance the State can provide for support of this co-op/internship program should be made available to Miami Regionals to help local employers to further develop their workforce and expand more services, locally regionally and internationally. We are very excited to be a part of this collaboration and hope that Miami will receive the financial support that it needs to help SW Ohio workforce development.

Sincerely,

Ron Sorrell
Test Engineer

gh Package and Product Testing and Consulting, Inc.

Nov 14, 2013

Mr. Jim Petro
Chancellor
Ohio Board of Regents
Columbus, OH 43215

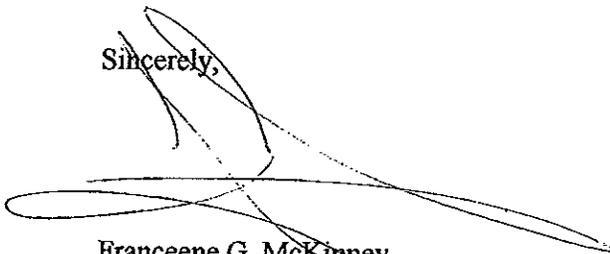
Dear Chancellor Petro:

IOS Consultants enjoyed working with the Regional Campus Co-op/Internship Office last year. We hired a health information technology intern student last summer and she was an excellent addition to our work team.

Our company specializes in identifying and eliminating inefficiency by streamlining internal operations and automating manual processes. We work with different industries with a focus in Healthcare Information Technology. Miami has been a great fit for our industry and we look forward to continuing this partnership over the next several years.

We hope that you choose to continue funding their program and helping small employers, like ours, to continue to grow and prosper in the state of Ohio.

Sincerely,



Franceene G. McKinney
IOS Consultants, LLC



IOS Consultants, LLC

- 7770 West Chester Road Ste. 150, West Chester, Ohio 45069
- Phone: 888.870.1780 Fax: 513.282.0946
- Website URL: www.innovativeofficesolutions.net



BHS

Connecting Healthcare

November 14, 2013

Mr. Jim Petro
Chancellor
Ohio Board of Regents
Columbus, Oh 45215

Dear Chancellor Petro:

I am writing to you today to encourage you to fund Miami's Regional Campus co-op/internship grant application.

We are a small company in SW Ohio that provides Medical Providers the service to process requests for Medical Records efficiently by digitally capturing requested information. We then handle all other tasks including QA for Accuracy, confirming addresses, sending records to the requester and customer service. This takes away the administrative costs for release of information while vastly improving the compliance, security, and turnaround time which increases customer satisfaction and decreasing administrative distractions for Health Care Providers.

Recently, we hired two Miami Regional HIT (Health Information Technology) interns and were very happy to have them be a part of our team. We believe it is especially important that the state of Ohio be involved in projects like OMIC to strengthen and promote our local students staying in the state and enhancing the workforce and the economy.

Sincerely,

Chris Boue, President

Boue Healthcare Solutions



November 15, 2013

John Carey, Chancellor
Ohio Board of Regents
Columbus, OH 45215

Dear Chancellor Carey:

Accutek is a full-service, independent testing laboratory providing a wide-range of mechanical testing, metallurgical testing and materials testing services. Located in Fairfield, Ohio, our current facility opened in 2010 and houses Accutek's high capacity mechanical and metallurgical testing labs. Our on-site CNC machine shop provides quick turnaround and convenience for clients. Accutek's machine shop is utilized for specimen preparation, fixture development, and custom mechanical test set-up.

We are writing today to encourage you to support Miami's co-op/intern grant application. Accutek recognizes the importance of training and retaining college educated employees in the state of Ohio.

We are happy to send our co-op opportunities to Miami University Regional students as well as to other colleges and universities in the area. Accutek is pleased to be working with Miami Regional students in this education/business collaboration.

Sincerely,

Crissy Zannoni
Director of Corporate Resources
Accutek Testing Laboratory

3701 Port Union Rd.
Fairfield, OH 45014
Phone: (513) 984-4112 x1210
Fax: (513) 984-8258
Email: czannoni@accutektesting.com
www.accutektesting.com

3701 Port Union Road
Fairfield, OH 45014
[P] 513.984.4112
[F] 513.984.8258
www.accutektesting.com

Michael S. Goldman, JD

580 Miami Crest Drive
Loveland, Ohio 45140

Cell: 513-444-8030
Email: goldmam3@miamioh.edu

CAREER HISTORY

MIAMI UNIVERSITY, Oxford, Ohio	2012-Present
Director, Career Services	September 2013 to Present
Interim Director, Career Services	August 2012-September 2013
Associate Director, Career Services—Employer Relations	2012-Present
WATLOW, St. Louis, Missouri	2011-2012
Vice President, Human Resources	
CRANE CHEMPHARMA FLOW SOLUTIONS, Cincinnati, Ohio	2007 – 2010
Vice President, Human Resources	
METRO HEALTH HOSPITAL, Grand Rapids, Michigan	2006 – 2007
Vice President, Human Resources	
CASCADE ENGINEERING, Grand Rapids, Michigan	1996 – 2006
Vice President, Business Services, 1998 – 2006	
Vice President, Human Resources and Information Systems, 1996 – 1998	
ELECTROLUX HOME PRODUCTS (formerly Frigidaire Company)	1988 – 1996
Manager, Human Resources Process Redesign, Corporate Office, Cleveland, Ohio	1996
Manager, Human Resources- Refrigerator Products, Greenville, Michigan	1994 – 1996
Manager, Human Resources-Home Comfort Products, Edison, New Jersey	1990 – 1994
Manager, Human Resources-Laundry Products, Mansfield, Ohio	1988 – 1990
CLEVELAND-CLIFFS, INC. Cleveland, Ohio	1985 – 1988
Assistant to Vice President, Human Resources	1986 – 1988
Industrial Relations Representative	1985 – 1986

EDUCATION

J.D., *cum laude*, Case Western Reserve University School of Law, Cleveland, Ohio

M.A., Labor and Industrial Relations, University of Illinois, Champaign-Urbana, Illinois

B.A., History, Drew University, Madison, New Jersey

AWARDS AND RECOGNITION

2006-2007

Solucient Top 100 Hospital Award

Total Benchmark Solutions Best Acute Care Hospital Award

2005

Environmental Stewardship Award

American Society of Plastics Engineers (for Cascade's Triple Bottom Line Report)

2004-2003

Clean Corporate Citizen Award

Michigan Department of Environmental Quality

Distinguished Service to State Government Award

National Governors Association (for Cascade's welfare to career program)

The Best Medium-Sized Companies to Work For in America Award

The Great Place to Work Foundation and the Society for Human Resources Management (Cascade #8)

Kettering University Cooperative Education Employer of the Year

(for Cascade's engineering coop program)

2002-2001

Goodwill International Large Employer of the Year Award

(for Cascade's welfare to career program)

Kathleen McDonald Memorial Work and Family Award

Family Support America (for Cascade's PHASES work/life program and the welfare to career program)

Plastics News Processor of the Year

(for the welfare to career and school-based development programs)

APEX Award for Excellence

(for Cascade's intranet design)

2000-1999

QAD National Rapid Achiever Award

(for Cascade's implementation of a new enterprise resource planning system)

1998-1997

The Ron Brown Award for Corporate Leadership

The President of the United States and The Conference Board (for Cascade's PHASES work/life program)

The Michigan Manufacturers Association Manufacturer of the Year Award

(for Cascade's community-based programs and partnerships)

SELECTED PRESENTATIONS

Success Secrets for New and Interim Career Services Directors, National Association for College and Employers Annual Conference, Orlando, Florida, June, 2013, with S. Curran, Curran Consulting Group; and V. Szymkowicz, Spelman & Johnson Group

Creating a University Relations Strategic Plan, First Annual Watlow Human Resources Seminar Series, St. Louis, Missouri, September, 2011

Introduction to Organizational Development, First Annual Watlow Human Resources Seminar Series, St. Louis, Missouri, June-July, 2011

Implementing the Strategy Deployment Process, Annual Crane ChemPharma Flow Solutions Strategic Planning Conference, Cwmbran, Wales, 2009

Integrating the Global Enterprise, First Annual Crane ChemPharma Flow Solutions Human Resources Conference, Cwmbran, Wales. June, 2008

How to Conduct Resident Performance Evaluations, Metro University, Grand Rapids, Michigan, May, 2007

Developing a Welfare to Career Program. MichiganWorks Annual Conference. Sault Ste. Marie, Michigan. September, 2002

Strategic Employee Communications. The Employers Association. Grand Rapids, Michigan. 2000

Creating Business Value through Strategic Human Resources Management. Michigan Society for Human Resources Management Annual Conference. Grand Rapids, Michigan. May, 1999

Using an Organization's Values to Become an Employer of Choice. Ferris State University Management Development Retreat, Big Rapids, Michigan. August, 1999.

SHELLEY SEIM CASSADY, Ph.D.

775 Oakwood Drive
Hamilton, OH 45013

E-mail: Cassadss@MiamiOH.edu

513-785-3113 (Work)
513-867-9794 (Home)

EDUCATION

Ph.D. in Higher Education Administration, Iowa State University, Ames, IA
Minor Emphasis -- College English, 1980-1985

Ph.D. Dissertation: "The Importance and Implementation of Management Functions and Activities in English Departments at Four-Year, State-Supported Colleges and Universities" 1985

M.Ed./English Minor, University of Washington, Seattle, WA, 1973-1975

B.A. in English, (Secondary Teaching Certificate), University of Colorado, Boulder, CO, 1970-1972,

A.A. in Liberal Arts, Cottey College, Nevada, MO, 1968-1970

EDUCATIONAL HONORS/AWARDS/PROMOTIONS

Recognized for 15 years of Dedicated Service to Miami University 2004; now have over 25 years of service.

Member of Phi Kappa Phi (Iowa State University) and Phi Theta Kappa (Cottey College)

Outstanding Student Services Award 1991 from Miami University

Recognized for 20 years of service in the Ohio Cooperative Education Association, 1995 to present

Promoted from Placement Coordinator to Regional Director for Co-op/Internship and Placement, Miami University

WORK EXPERIENCE

Regional Director for Career, Co-op & Internship Service, Miami University, 2009 to present

- Direct and Coordinate Co-op, Internship, and Career Services for Miami's Regional Campuses
- Supervise, evaluate and train staff
- Teach BTE/ENT/CIT 221 (Professional Development) 2006 to present
- Teach ENT 220, BTE 220, and CSA 220 Professional Practice 2000 to present
- Member of the Ohio Cooperative Education Association 1993 to present
- President of the Butler/Warren Ohio Employer Council 2003 to present
- Member of B/W Society for Human Resource Management 2001 to present
- Member of the Hamilton Chamber Business and Education Collaborative 1996 to present
- Co-Director of the Butler County Annual Job Fair 1996 to present

Co-op/Internship & Placement Director, Miami University Hamilton, 1999-2009

- Directed the Academic Co-op/Internship and Placement Program for the Miami University Hamilton Campus
- Directed student graduate placement on the Hamilton Campus
- Taught BTE 221 (Professional Development) for Co-ops/Interns and graduates) for the Hamilton Campus, 1995 to 2006
- Taught BTE/ENT/CIT 221 Professional Development 2006-2009
- Taught ENT 220, BTE 220, & CSA 220 Professional Practice 2000 to 2009
- Member of the Ohio Cooperative Education Association 1993 to 2009
- President of the Butler/Warren Ohio Employer Council 1996 to 2000; 2003 to 2009
- Member of the Hamilton Chamber Business & Education Collaborative 1996 to 2009
- Member of the Workforce One Job Center Board 1996 to present; VP of the Ohio Two-Year College Placement Association 2004 to 2006; Treasurer 2002 to 2004
- Supervised and evaluated the School-to-Work Coordinator 1996-2000

Co-Director of the School-to-Work Program for Butler-Warren Counties, 1996-2000

- Applied for a School-to-Work Local Implementation Grant, 1995. **Awarded 1.15 million dollars; Received \$950,000** for a four-year program for Butler and Warren Counties (15 school districts, three vocational districts, and the two regional campuses of Miami University), 1996 (Joint initiative with the Middletown Campus)
- Administered the Co-op and School-to-Work budgets, 1992-2000 (**Total: \$1,248,000**). Supervised/evaluated personnel involved with the Co-op/Internship and STW programs, (1992-2000). Chaired the Co-op Advisory Board, 1992-1997

775 Oakwood Drive
Hamilton, OH 45013

E-mail: Cassadss@MiamiOH.edu

513-785-3113 (Work)
513-867-9794 (Home)

- Co-Chaired the School-to-Work Subgrant Committee, (Over **\$600,000** awarded to 18 local school and vocational districts over a four-year period) 1996 to 2000
- Worked with the Greater Hamilton Chamber STW Advisory Board to help facilitate career development activities for K through 12 public school children, 1997 to present
- Attended the National Cooperative Education Association Conference (1996-2000)

Cooperative Education/Internship Director; Placement Coordinator for Miami University Hamilton, 1992-1999

- Applied for Title VIII funding for cooperative education, 1990 & 1991. **Awarded \$300,000 grant; Received \$298,000** for a four-year Co-op Program for the regional campuses of Miami University, 1992 (Joint initiative with the Middletown Campus)
- Attended the National Cooperative Education Association, 1992-1996

Placement Coordinator for Miami University Hamilton, 1989-1999

- Assisted students, graduates, and alumni in the job search process

English Instructor for Miami University Hamilton, Hamilton, OH, 1987-1989

- Taught Freshman English Composition 111 and Developmental English 001 and 002
- Counseled and advised students in the Learning Assistance Center

Assistant Director of the Educational Placement Office at Iowa State University, Ames, IA, 1980-1982

- Counseled teacher candidates and education graduate students about the job search process.
- Supervised office staff and graduate interns
- Coordinated campus recruiting and interviewing schedules

English Instructor for Tidewater Community College, Virginia Beach, VA, 1979-1980

Lead Instructor at Capital Business College, Olympia, WA, 1977-1979

- Taught English, Technical Writing, and Human Relations
- Supervised all faculty, chaired staff meetings, and scheduled classes

University Memberships

- Administrative Council 1996 to present
- Student Services Staff 1989 to present
- Engineering Advisory Board 1989 to present
- SEAS Advisory Board 1997 to present
- Engineering Senior Design Judges Panel (yearly)
- Business Advisory Board 1989 to 2003
- Greater Hamilton Chamber of Commerce Business and Education Collaborative 1996 to present
- Miami Middletown Unclassified Staff Forum
- Miami Hamilton Adjunct Faculty

Heather Shook Christman

3922 Kilbourne Ave · Cincinnati, OH 45209 · 630-484-1131 · hshook04@yahoo.com

EDUCATION

MIAMI UNIVERSITY

Doctor of Philosophy

Student Affairs in Higher Education, GPA 3.83/4.0

Dissertation: Connections between Leadership and Developmental Capacities in College Students

Oxford, OH

Aug 2009-May 2013

LOYOLA UNIVERSITY CHICAGO

Masters of Education

Higher Education Administration, GPA 3.8/4.0

Chicago, IL

Jan 2005-May 2008

INDIANA UNIVERSITY

Bachelor of Arts in Political Science with Minor in Spanish and History

Bloomington, IN

Aug 2000-May 2004

WORK EXPERIENCE

MIAMI UNIVERSITY

Oxford, OH

Senior Associate Director for Career Development and Employer Relations

- Evaluate and revise all career related curriculum.
- Work with employers to develop a branding strategy on campus within each of the academic divisions
- Manage team of seven responsible for; liaison relationships with academic divisions, advising students, developing and delivering career related programs.
- Oversee departmental assessment.
- Work with corporate relations and development to strategically engage Miami University alumni and corporate partners in the career development of students.

Career Development and Employer Relations Specialist: Career Services, 2012-present

- Collaborated with corporate relations department to establish relationships with leading corporations to increase recruiting at Miami University (e.g., Google, Dell Software, Amazon). Utilized alumni network to develop relationships with ten new employers in under six months.
- Worked with employers to help them develop outreach and branding strategies on campus.
- Met with stakeholders (i.e., college Deans, Associate Provosts) to assess current career curriculum offerings and developed new courses to meet department and academic division needs. New courses seek to provide first and second year students an opportunity to explore various careers in cities close to Oxford.
- Led development of a comprehensive assessment plan for Career Services.
- Helped establish an early career exploration plan for first-year students.
- Worked on a team to create a developmental framework for a certificate program to provide students with skills for a successful job search.
- Developed a database of alumni from 40+ companies known for recruiting liberal arts graduates.

Doctoral Assistantship: Student Affairs in Higher Education, 2009-present

- Created and taught (8 semesters) a graduate course on career development. Topics included but not limited to; applying leadership strengths, assessment, career mapping, creating a professional development plan, and mentoring. Received top teaching assessment scores.
- Led team of graduate students that recruited 30 students annually to the Student Affairs graduate program.
- Facilitated intergroup dialogue for 13 graduate students (2009). Intergroup dialogue promotes conversation and understanding among diverse groups.

DEPAUL UNIVERSITY

Chicago, IL

Program Coordinator (Full-Time): Student Leadership Institute, 2006-2009

- Developed and presented 10 workshops annually on topics ranging from values based/servant leadership to gendered leadership, and understanding personal leadership styles.
- Co-constructed a leadership scholarship for 20 students annually. Structured a developmental four-year curriculum focused on leadership, spirituality, and service in collaboration with University Ministry.
- Coordinated and served as the lead facilitator for a 3 day leadership institute for 150+ students.
- Supervised graduate student supporting DePaul Leadership Scholarship program.
- Responsible for the selection and training of over 30 mentors.
- Hired, trained, and supervised part-time office staff.
- Chaired a leadership team that coordinated divisional leadership training efforts.
- Served on a division wide assessment committee that coordinated and reviewed annual reports.

LOYOLA UNIVERSITY CHICAGO

Chicago, IL

Program Coordinator (Full-Time): Campus Recreation and Student Centers, 2004-2006

- Successfully managed a programming budget in excess of \$175,000.

- Managed 50+ student employees including building managers, desk staff and set-up crew.
- Developed and coordinated Student Employee Recruitment Fair.
- Developed an employee evaluation system to include a 360 degree evaluation of both students and professional staff members incorporating CAS learning outcomes and standards.
- Served as staff leader on spring break service trip to Rosebud, South Dakota.

ADDITIONAL INFORMATION

- Serve on the Cincinnati Chamber of Commerce “*Diverse by Design*” committee, 2013.
- National Association of Student Personnel Administrators, Member/Conference Presenter, 2006-08.
- Leadership Educators Institute, Conference Presenter, 2006/08.
- Women in Student Affairs, Leadership team member, Conference Presenter, 2007/09.
- Interests: Cooking, traveling, running, and touring wine regions.
- Expansive teaching, research and experience presenting at national conferences. For details see page 2 attachment.

TEACHING AND RESEARCH EXPERIENCE

Supervised Practice in Student Affairs, *Fall & Spring, 2010, Fall 2011, Spring & Fall 2012, Spring 2013.*

Foundations in Student Affairs, *Fall 2011.*

Wabash National Study of Liberal Arts Education, *2009-2011.*

- Conducted interviews for the Wabash National Study of Liberal Arts Outcomes. This is a grant funded, longitudinal qualitative research project.

Multi-Institutional Study of Leadership (MSL), *2007-2009.*

- Served on the national research team at Loyola University Chicago.

LeaderShape, *Summer 2010*

- Served as a cluster facilitator for Miami University’s LeaderShape program.

Intergroup Dialogue, *Fall 2009*

- Trained in intergroup dialogue and co-facilitated an eight week intergroup dialogue series within an Introduction to Student Affairs class.

Discovering Chicago’s Faith and Civic Leaders, DePaul University, *Fall 2007 & 2008*

- Developed and co-taught a class on leaders in Chicago. The class examined leadership concepts, practices and frameworks.
- The 3 credit class included an immersion week.

Peer Theory Education and Practice, DePaul University, *Spring, 2007 & 2008*

- Taught a class preparing student leaders to teach a peer led course.

I-Lead Facilitator, Association of Colleges and Unions International, *2005*

SELECTED PROFESSIONAL PRESENTATIONS

- Christman, H.S. (to be presented November 2013). *A longitudinal understanding of the social change model of leadership*. Accepted paper at the ASHE National Conference, St. Louis, MO.
- Christman, H.S. (to be presented November 2013). *Connections between leadership and developmental capacities in college students*. Accepted paper at the ASHE National Conference, St. Louis, MO.
- Christman, H. S. (2013, June). *Self-Authorship as the Foundation for 21st Century Education*. Invited presentation for the Miami Plan Retreat, Oxford, OH.
- Christman, H. S., & Goodman, K. M. (2011, November). *The Impact of Classroom Practices on College Students’ Socially Responsible Leadership*. Presented at the ASHE National Conference, Charlotte, NC.
- Christman, H. S., Cardone, T. R., Meagher, S., (2011, March). *Learning Outcomes: Partnering with students to promote learning and reflection*. Presented at the ACPA National Conference, Baltimore, MD.
- Christman, H. S., Baxter Magolda, M. B., Cardone, T. R., Zylstra, J. D., (2010, March). *An innovative approach to developmentally designed learning outcomes*. Presented at the ACPA National Conference, Boston, MA.
- Christman, H. S., Howes, S. & Morales, R. (2009, March). *Inspiring male engagement on campus: strategies for success*. Presented at the ACPA National Conference, Washington D.C.
- Christman, H. S. & Howes, S. (2008, December). *Spirituality, service and leadership: A transformative experience*. Presented at the Leadership Educators Institute, College Park, MD.
- Christman, H. S., Howes, S., Manderino, M. & Morales, R. (2008, November). *Growing male engagement on college campuses*. Presented at the NASPA IVE Conference, Indianapolis, IN.
- Christman, H. S. & Howes, S. (2007, November). *Empowering female student leaders*. Presented at the NASPA IVE Regional Conference, Indianapolis, IN.
- Christman, H. S. (2007, October). *Mentoring for leadership development*. Presented at the ACUI Region 8&9 Conference, Chicago, IL.
- Shook, H & Howes, S. (2007, June). *Empowering female student leaders*. Presented at the Women in Student Affairs Conference, Chicago, IL.

*Career Services
Resource Guide for
Faculty & Staff*



Faculty and staff are vital members of Miami's Career Community and are encouraged to assist students in developing the knowledge and skills needed to formulate and conduct a successful career plan. Each academic division has a Career Services Liaison to advise students. Each maintains office hours and can serve as a career resource in the classroom. We invite you to learn more about our services, programs, resources, publications, and look forward to partnering with you to meet the career needs of our students.

Visit the Career Services Faculty/Staff Resource page: [MiamiOH.edu/careers/staff_faculty/]

What Employers are Looking For

According to the results of the National Association of Colleges and Employers, employers are looking to hire candidates with outstanding communication skills who are team players. Students must be able to communicate the value of their degrees to employers.

Other desirable skills include...

- Ability to make decisions and solve problems
- Ability to obtain and process information from a variety of sources
- Ability to plan, organize, and prioritize work
- Ability to analyze quantitative data
- Ability to sell or influence others

How Can I Help Support Student Career Development?

- Encourage students to visit Career Services as early as their first-year
- Invite a Career Services liaison to your classroom to discuss customized career topics
- Internship, internship, internship! Start talking to students about the power of finding an internship—Career Services can help
- Add Career Services industry specific resources to your Niihka site

Refer your students to Career Services for...

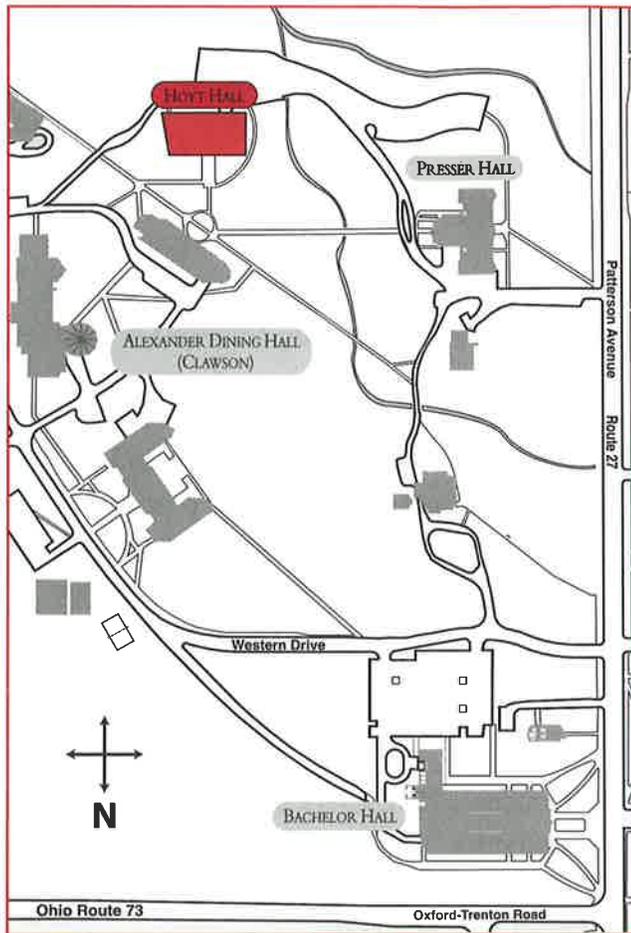
- Individual Career Counseling
- Major Exploration Assistance
- Career Assessment & Interpretation
- Resumé & Cover Letter Review
- Interview Practice & Networking Tips

- Job & Internship Search Advice
- Job & Internship Search Resources By Industry And Major
- Career & Industry Information
- Graduate School Resources
- Job Search Preparation Workshops
- On-Campus Recruiting Activities
- Career & Internship Fairs
- Detailed Action Plans For Success
- LinkedIn & Social Media Training
- Connecting With MU Alumni Mentors

Connect with Career Services

Career Services provides a variety of online resources to help guide students in their professional development that you can incorporate into your curricular and advising efforts. Please do not hesitate to contact us if you would like to have a Career Services staff member visit your class to speak on career and employment-related topics or to develop materials for your syllabus or Niihka site. Please schedule well ahead of time so we can customize our presentation to your particular class.





Located in Hoyt Hall on Western Campus, Career Services is only a five minute walk from Bachelor Hall.



NOTICE

If you need accommodations (e.g., sign language interpreter, materials in alternative format, etc.) for any of the workshops or functions sponsored by Career Services, please contact the Office of Disability Resources at 529-1541 (V/TTY) at least 48 hours prior to the event.

Miami University is an equal opportunity educational institution and employer.



MIAMI UNIVERSITY
CAREER SERVICES

200 Hoyt Hall • Oxford, Ohio 45056
MiamiOH.edu/careers • (513) 529-3831

Career Services

Career Success Certificate



2013-14

MIAMI UNIVERSITY



MIAMI UNIVERSITY

CAREER SERVICES

200 Hoyt Hall • Oxford, Ohio 45056
(513) 529-3831

Career Success Certificate



The Career Success Certificate can give you the edge you will need in an increasingly competitive job market. This exciting opportunity is being offered by Career Services to all students interested in exploring different careers, developing new marketable skills, and strengthening the skills they already have.

Through a flexible curriculum, you are invited to explore and develop the skills you need to launch a meaningful internship and job search. Through the certificate program, you will develop a better understanding of what skills you have learned at Miami and how those skills translate into real-world value in the job market.

It's More Than Just A Piece Of Paper

The Career Success Certificate can support you in building a personal brand and help you learn your individual strengths and career interests. Whether or not you came to college with a career choice in mind, the certificate program will provide the foundation you need to obtain a meaningful internship and become successfully employed upon graduation.

This is an individualized journey. At the end of this program you will have a map of how to align your college experiences with your chosen career.

Advantages To The Program

- Develop an impressive resume that you can confidently present to an employer or graduate or professional school.
- Gain early exposure to the world of work.
- Cultivate strong networking skills to help you prepare for and find the job of your dreams.
- Design a portfolio that will effectively convey all of your skills and abilities to employers.

How Does This Fit With The Rest of My Schedule

Most students have a very busy schedule: class, jobs, and other activities. The program can be completed in as little as one academic year or can be spread over two years.

What Is My Investment?

Your time. You will need to attend workshops, take career assessments, and complete a practical learning experience. The current schedule for certificate-related workshops is included in this brochure. Based on all of these experiences you will create a professional career portfolio to support your job search and earn a resume credential in career development.

Each part of the certificate program was selected to provide you with what you need to find a career you will love and present yourself as the candidate of choice for employers!

For more information about the Career Success Certificate, please visit our website [MiamiOH.edu/careers/students/csc.shtml].



FACT SHEET for Employers

www.regionals.MiamiOH.edu/jobs

Career, Co-op & Internship Services

for

**Engineering Technology, Business
 Technology, Criminal Justice, Nursing,
 Computer Information Technology, Health
 Information Technology and Integrative Studies**

Why Hire a Co-op or an Intern?

- Provides cost-effective, pre-professional labor
- Gives early assessment of future hires
- Reduces recruiting/training costs and time
- Reduces Labor turnover 15 to 20%
- Releases trained personnel from basic tasks
- Provides access to faculty and staff
- Provides opportunities to give input on college/university curriculum development

Some of the Skills Miami Co-op/Interns Have

- Accounting, marketing, sales
- CADD, CNC, Electronic Circuit Analysis, Network Maintenance, Hardware/Software Interface, Circuit Analysis & Design, PLC, CNC
- Programming in Java, C++, Visual Basic, Object-Oriented, Operating Systems, Networking
- Database Management, Project Management, Foundations in Healthcare Systems, Record Tracking and Management
- Law Enforcement, Probation/Parole Work, Public/Private Security
- Healthcare/Nursing, Homecare

Office Staff/Contact Information

Dr. Shelley Cassady, Regional Director
cassadss@MiamiOH.edu

Linda Vogt, Sr. Program Assistant (MUH)
vogtln@MiamiOH.edu; 513-785-3113

Carol Caudill, Administrative Assistant (MUM)
caudilcw@MiamiOH.edu; 513-727-3205

Cooperative education (Co-op) and **internships** integrate classroom study with employment that relates to a major. This is a big advantage in today's job market. Small, medium and large employers benefit financially from work/learning partnerships with local colleges and universities.

The Office staff assists employers by posting their positions and sending qualified students' resumes for the positions. The Office staff provides a flexible, individualized approach with each employer to meet their specific workforce needs.

Once an employer has reviewed the resumes, he/she can call the student to arrange an interview. If the employer makes a job offer and the student accepts, then he/she needs to inform the Office staff that a selection has been made.

The student will then sit down with the employer to fill out a work/learning agreement form to complete the process. Toward the end of the semester, the employer will be asked to review the student's performance using a single page evaluation form which is returned to the Office upon completion. Student and employer can continue on with the co-op/internship if it is mutually agreeable to both.

Co-ops

Are always paid, usually sequential, closely aligned to the student's academic field, and may be taken for academic credit.

Internships

May or may not be paid, may not be directly related to the student's academic field, may be a one-time experience only, which historically happens in the summer, and may or may not be taken for credit. We abide by the Fair Labor Standards Act.

Salaries vary depending upon academic disciplines and generally range from \$10 to \$20/hourly.

Student Co-op/Internship Work/Learning Evaluation Form ENT/CIT/BTE 220 Page 1

Miami University Regionals; Career, Co-op & Internship Services

Hamilton: 513-785-3113; Fax: 513-785-3178

Middletown: 513-727-3205; Fax: 513-727-3223

Academic area: BTE/CIT/ENT 220; Indicate number of credit hours _____ (0-2) Criteria for Credit Below

Met with Co-op Director on: _____ Maintained Portfolio _____ Turned in Paper _____

Student Name _____ H M Banner I.D. Number _____

Phone _____ Cell Phone _____ E-mail _____

Major _____ B.S. ____ B.A. ____ B.I.S. ____ A.S. ____ A.B. ____ A.A. ____

Company Name _____ Phone _____

Company Address _____

Supervisor's Name & Title _____ E-mail _____

The Cooperative Education/Internship Program is based on learning from experience. This work/learning agreement represents a joint effort by the student, employer, and university co-op Director to document how the student will learn from work experience and how the co-op/internship experience will be evaluated.

Co-op/Internship Learning Goals:

Student Evaluation of Goals Section

1.	Not Met	Met	Exceeded
2.	Not Met	Met	Exceeded
3.	Not Met	Met	Exceeded

Student's Comments regarding experience; Signature _____ Date _____

Co-op Director's Comments regarding the experience; Signature _____ Date _____

Agreement regarding working conditions for the student:

Job Title _____ Salary _____ Start Date _____

Academic Term _____ Hrs/Week _____ Ending Date _____

We, the below signed, agree with the suitability of the working/learning goals and academic credit (if indicated).

Student _____ Date _____

Supervisor _____ Date _____

Co-op Director _____ Date _____

Please use Page 2 for Supervisor's Evaluation of the student.

Important: Please return this form (page 1) to the Office within two weeks after you begin your co-op/internship.

Student Co-op/Internship Work/Learning Evaluation Form ENT/CIT/BTE 220 Page 2

Miami University Regionals; Career, Co-op & Internship Services

Hamilton: 513-785-3113; Fax: 513-785-3178

Middletown: 513-727-3205; Fax: 513-727-3223

Student Name _____ H M Banner I.D. Number _____

Company Name _____ Supervisor's Name _____

Company Address _____

Supervisor's Overall Comment Section regarding the student's goals:

Please rate the student on the following professional skills:

Attendance, Punctuality, Personal Appearance	Excellent	Good	Average	Fair	Poor	Not Relevant
Reports to work regularly	5	4	3	2	1	—
Arrives to work on time	5	4	3	2	1	—
Arranges for lateness or time off in advance	5	4	3	2	1	—
Is appropriately dressed for work	5	4	3	2	1	—
Is properly groomed	5	4	3	2	1	—

Knowledge of the Job	Excellent	Good	Average	Fair	Poor	Not Relevant
Grasps instructions quickly	5	4	3	2	1	—
Applies math/physics principles to ENT problems	5	4	3	2	1	—
Desires to increase knowledge of job	5	4	3	2	1	—
Is willing to ask questions	5	4	3	2	1	—
Uses applied skills to identify, evaluate & solve complex technical problems	5	4	3	2	1	—
Uses engineering computer software to facilitate engineering problem solving	5	4	3	2	1	—

Quality of Work	Excellent	Good	Average	Fair	Poor	Not Relevant
Produces work that is accurate and neat	5	4	3	2	1	—
Shows thoroughness in work	5	4	3	2	1	—
Produces the expected volume of work	5	4	3	2	1	—
Is efficient in use of time	5	4	3	2	1	—
Is able to set priorities	5	4	3	2	1	—
Prepares well-written technical reports	5	4	3	2	1	—

Attitude	Excellent	Good	Average	Fair	Poor	Not Relevant
Shows initiative	5	4	3	2	1	—
Is enthusiastic about work	5	4	3	2	1	—
Is willing to work with and for others	5	4	3	2	1	—
Accepts suggestions/criticism	5	4	3	2	1	—
Asks for additional work when tasks are complete	5	4	3	2	1	—
Pursues life-long learning	5	4	3	2	1	—

Judgment, Reliability, Adaptability	Excellent	Good	Average	Fair	Poor	Not Relevant
Is able to think independently	5	4	3	2	1	—
Makes good decisions	5	4	3	2	1	—
Is able to work under pressure	5	4	3	2	1	—
Meets deadlines	5	4	3	2	1	—
Is adaptable to changes in the work environment	5	4	3	2	1	—
Demonstrates expected standards of ethical conduct	5	4	3	2	1	—

Human Relations	Excellent	Good	Average	Fair	Poor	Not Relevant
Cooperates with supervisors and co-workers	5	4	3	2	1	—
Is courteous and friendly	5	4	3	2	1	—
Controls emotions	5	4	3	2	1	—
Speaks well and shows good choice of words	5	4	3	2	1	—
Verbally communicates ideas well	5	4	3	2	1	—
Functions in team-oriented activities	5	4	3	2	1	—

Please circle. Overall student performance is Excellent Good Average Fair Poor

Supervisor's signature _____ Miami University Ohio Means Internships & Co-ops, page 74 of 74 Date _____