

Internships That 'Hit the Jackpot'

Annual IMPACT Awards Honor Excellence

By Katie Coffin

Indiana INTERNnet (IIN) is Indiana's only free internship-matching program linking employers, students, high schools, colleges and universities. The goal is to help create or expand high-quality experiential opportunities within Indiana that provide real-world work experience to supplement classroom learning.

IIN celebrated internship excellence on February 4 at the ninth annual IMPACT Awards luncheon, sponsored by Ivy Tech Community College. Sixty individuals and organizations were nominated for their dedicated energy and expertise – and success – in internships in 2014.

Jennifer Fisher of Group Dekko (2013 Employer of the Year) delivered the keynote address, encouraging students to pursue opportunities that will lead to their "jackpot" career and applauding this year's outstanding interns and mentors.

Winners were selected in the following categories:



Jennifer Fisher of Group Dekko says, "You can't win the lottery if you don't play," motivating the audience to "get in the game" to build their careers. Nearly 30 Intern of the Year nominees were recognized at the IMPACT Awards luncheon and congratulated by Lt. Governor Sue Ellspermann.



Charisa Scott (Indiana State University)

Intern of the Year – College/University



Employers value interns who take a project and run with it. This summer at Covance Central Laboratory Services, Charisa Scott didn't settle for running – she soared.

Her keystone task was to create and deliver a SharePoint site for the Global Client Coordinator Team (U.S., Europe and Asia-Pacific locations). One challenge: She had never heard of SharePoint.

"After her first day at Covance, she went to the store and purchased a book on SharePoint," notes Deirdre Horton, business systems support lead at Covance. "Within days, she had read the thick book from cover to cover."

From there, Scott scheduled meetings with systems administrators to understand how SharePoint is used at Covance. She created a mock-up of a SharePoint site, shared it with the team and processed feedback. She even set up a contest for team members to create a logo for the site and, in the end, structured the timing of the SharePoint site launch and trained users on its functionality.

"Charisa's proactive approach kept her deliverables consistently ahead of the deadlines," Horton remarks. "She did the 'heavy lifting' to meet the objectives of the project, but was always quick to give credit to those who helped her along the way."

In addition to her responsibilities, Scott worked with the other Indianapolis Covance interns to raise funds for CARE Nepal that were used to purchase materials for Nepal birthing centers. The U.S. summer interns raised \$3,318 for the organization.

To cheers and applause from the team, Scott accepted a full-time job with Covance following her internship. She is a graduate student at Indiana State University working on a master's in public health.

Juan Armendariz (Noblesville High School)

Intern of the Year – High School



When you picture a high school student, do you see someone working in a packaging department processing single-line orders? Quickly advancing from single-line to multiple-line packaging and order consolidation? Then, even earning the confidence of the management staff to learn the steps to troubleshoot an order?

That's exactly what Juan Armendariz did at SMC Corporation of America, all while a student at Noblesville High School.

"Juan has become an integral part of the team that expedites orders on a daily basis," explains Todd Burkhalter, distribution supervisor at SMC. "This team has allowed the central warehouse to experience a 6% increase in on-time-to-schedule orders."

Armendariz's knowledge of the order-fill process and his poise under pressure allowed him to build rapport with leadership. This gave him the freedom to research issues as they arose and follow through to resolution. His understanding of the systems is evidenced by his ability to lead his student peers, as well as full-time, first-shift employees.

"Juan's initiative is above reproach," Burkhalter declares. "He has taken it upon himself to learn SMC operating systems in a short timeframe. He has the ability to work through any roadblocks and his ability to communicate the steps to bring resolution to these orders is so valuable."

(See Page 13 for more information on Noblesville High School's internship program).

Andrew Kimmel

Intern of the Year – Non-Traditional



You know you've done something right if your intern peers personally title you "Senior Intern."

The road to this reputation for Andrew Kimmel at The Children's Museum of Indianapolis (TCM) was paved with a dogged work ethic, can-do attitude, inspiring leadership and even a thought-provoking quote board featuring folks like Pierre de

Marivaux, a French playwright/novelist (Kimmel was an English and philosophy student).

"Andrew's positive approach to all aspects of his internship kept his entire team motivated, as well as his clever jokes," recalls Nida Saleem, intern program manager at TCM. "Andrew exemplified what it meant to be professional. He consistently established and met deadlines and always maintained a bright disposition."

Kimmel's job was to assist TCM in writing a book highlighting past winners of the museum's Power of Children Awards, celebrating youth philanthropy. He analyzed information from 50 award winners and synthesized comprehensive views of each individual to be included in the book.

While creating the content, compelled by his own interest, he compiled an impact summary and shared it with the other interns as motivation that they, like the past award winners, could make a difference.

Kimmel completed a master's in philosophy and a master's in English with graduate certificates in professional editing and teaching writing in December. He is also a freelance tutor, copy editor and writer.

Sheryl Swingley (Ball State University)

Career Development Professional of the Year



For more than 22 years, Sheryl Swingley coordinated internships for Ball State University's Department of Journalism. She worked with nearly 3,200 students completing internships for credit, mentoring as many as 160 students at a time.

Her dedication to students and internships shines through her impressive resumé. Swingley was responsible for creating

a Blackboard community so students could regularly receive announcements regarding new internships, including less-publicized opportunities she researched herself. She was also instrumental in bringing several professional organization job fairs to Ball State. She organized hospitality functions allowing students to interact with professionals, increasing their networking abilities and opportunities.

"Thanks to the unmatched dedication and innovation delivered by Sheryl, our rigorous internship program continues to thrive and improve each year," boasts Lori Byers, associate dean of the College of Communication, Information and Media at Ball State. "Many students, understanding the importance of professional experience, pursue a second and even third internship prior to graduation."

Also under Swingley's leadership, the journalism department developed a one-credit-hour professional development seminar. Students participate in mock interviews, create professional documents and attend etiquette dinners. Alumni indicate that this course increased confidence during the job-seeking process.

"Sheryl's unwavering commitment to the success of Ball State's

journalism interns is impossible to measure,” Byers expresses. “She regularly planned visits to interns during vacations. She responded to employer and students concerns within hours, if not minutes, even on weekends and evenings. She could be found in her office at almost all times of the day and evening working to resolve issues encountered by students. I can think of no one more deserving of this recognition.”

Swingley continues to teach journalism courses at Ball State, including research strategies, interviewing skills and environmental/science writing.

Baldwin & Lyons

Employer of the Year – For-Profit



Angel Crowell and Darren Page

“2014 has been a year of excellence for our internship program,” says Valerie Wilson, chief of staff, Baldwin & Lyons (B+L). And it’s easy to see why.

- 96% of interns reported their job responsibilities were

challenging but attainable

- 63% of interns with at least junior standing were converted to either full-time or part-time employment or another internship
- 100% of interns expressed interest in working for B+L upon graduation

Wilson says B+L’s educational resources are focused on enhancing general business knowledge and skills in a fun and engaging way. It hosts Lunch & Learns on a variety of topics. All interns are provided access to Lynda.com, a video tutorial library, so they can learn business software and skills. They are also encouraged to shadow different departments and specify areas or positions they are most interested in. Prior to internship season, B+L supervisors complete thorough training on how to be a mentor.

B+L also offers several networking opportunities. The internships started with a lunch discussion, featuring a panel of B+L employees who began as interns. Interns had the chance to volunteer at the Special Olympics Summer Games. They also had lunch with B+L’s CEO, attended an Indianapolis Indians game and had a party at Latitude 360.

The employer-intern connection doesn’t end with the internship at B+L. This fall, employees assembled care packages with encouraging

notes to send their former interns during final exams. Staff also makes an effort to visit when they are on college campuses for career fairs.

“Our summer 2014 cohort is more than a group of ‘former interns,’ ” Wilson concludes. “They are B+L alumni and continue to contribute to the program’s successes.”

DeKalb Chamber Partnership

Employer of the Year – Not-for-Profit



Shannon Carpenter and Emily Farmer

The greatest testament of an employer’s dedication to thoughtful mentoring: entrusting their intern to fill in for the executive while she’s on an extended leave of absence.

That’s exactly what the DeKalb Chamber Partnership (DCP) was

able to do with intern Emily Farmer. Her internship was supposed to conclude at the end of the summer, but the staff and board asked Farmer to continue working until she graduated in December. Then, executive director Shannon Carpenter knew she would be on leave from January to March 2015. The board and staff had prepared Farmer well enough that they asked her to fill in as the office manager during that time.

“Carpenter has done a wonderful job guiding and coaching me through DCP’s mission, how DCP conducts business and how to build meaningful relationships with investors and potential partners in the community,” writes Farmer, who nominated DCP for Employer of the Year. “I don’t view Shannon as a ‘boss,’ but rather a mentor.”

DCP outlined a meaningful work plan for Farmer from the beginning, designed to prepare her for the future. DCP entrusted its social media presence to her, involved her in planning and writing the monthly e-newsletters and gave her important roles in marketing and executing events. DCP even pulled her into direct involvement with the board of directors.

“What I did not expect was how much DCP would expand the original goals,” Farmer admits. “Not only did I complete my work plan, but I was encouraged to go above and beyond in several ways. I have been given so many opportunities to grow both professionally and personally.”

RESOURCE: Learn more about internship success at www.IndianaINTERN.net



THANK YOU FOR YOUR SUPPORT



Title Sponsor



Platinum Sponsor



Gold Sponsors






