

**WALTER SONDHEIM JR. PUBLIC SERVICE
SUMMER INTERNSHIP SCHOLARSHIP PROGRAM**
Required Report by Education Article § 18-1705 (MSAR # 6133)

January 1, 2011 Report

The Walter Sondheim Jr. Public Service Summer Internship Scholarship Program was established by House Bill 269. The Shriver Center at the University of Maryland, Baltimore County (UMBC) was asked to establish and administer this program to ensure that students across Maryland would have an opportunity to intern in various nonprofit, state, and/or local government entities each summer while earning a \$3,000 scholarship.

The Shriver Center succeeded in meeting this goal through the administration and implementation of two successful internship programs on behalf of the State of Maryland under the Walter Sondheim Jr. Public Service Summer Internship Scholarship Program umbrella, which include the:

- Walter Sondheim Jr. Nonprofit Leadership Internship Program, and the
- Governor's Summer Internship Program.

DURING THE SUMMER OF 2010, THE SHRIVER CENTER PLACED:

- Twenty (20) students in nonprofit agencies across the state of Maryland through the Walter Sondheim Jr. Nonprofit Leadership Internship Program, and
- TWENTY-FIVE (25) students in Maryland State agencies through the Governor's Summer Internship Program.

**OVERVIEW OF THE 2010 WALTER SONDHEIM JR. NONPROFIT
LEADERSHIP INTERNSHIP PROGRAM**

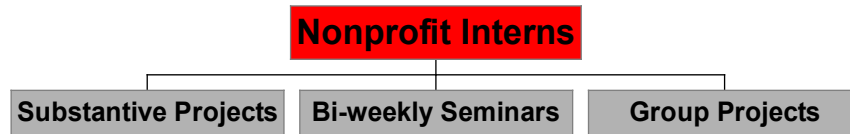
The Walter Sondheim Jr. Maryland Nonprofit Leadership Internship Program offers paid summer internship opportunities in the nonprofit sector to college juniors, seniors, and graduate students attending Maryland institutions. Participating interns work for ten weeks full-time from early June to August while participating in bi-weekly seminars in nonprofit management. Each participating student receives a \$3,000 stipend.

College and university undergraduate and graduate students from various majors are provided with an opportunity to build valuable skills, gain experience in managing and leading public service organizations, and explore career choices within this sector. In doing so, the Walter Sondheim Jr. Maryland Nonprofit Leadership Internship Program makes an important contribution to the development of the state's current and future workforce and citizenry.

The Shriver Center at the University of Maryland, Baltimore County coordinates this program in conjunction with Maryland Association of Nonprofit Organizations and the Office of the Governor.

PROGRAM STRUCTURE

The Walter Sondheim Jr. Maryland Nonprofit Leadership Internship Program has three defining components: substantive projects, bi-weekly seminars, and the development of group projects.



During ten weeks, interns work full-time on **substantive projects**, with senior level executive directors on areas that closely correspond with each intern's field of study or career interests. Duties often include attending board meetings, developing marketing materials, writing grants, and coordinating summer programs.

Interns also attend bi-weekly **seminars** designed to introduce them to the specific rewards and challenges of nonprofit management. These seminars are designed to broaden their knowledge of the nonprofit sector and their understanding of the various dimensions of successful nonprofit management. Seminar topics for Summer 2010 are included in this report.

The **development of group projects** serves as the final component of the Walter Sondheim Jr. Maryland Nonprofit Leadership Internship Program. The projects provide interns with a heightened awareness of the primary purpose of nonprofits: to serve people. The group projects include the development of mock nonprofit business plans and proposals. These nonprofit business proposals, researched in teams, are presented to their mentors and invited guests during the final intern celebration. The opportunity to present these papers at the summer's end is unique and exciting and represents the culmination of many weeks of hard work.

2010 Group Nonprofit Business Plans include:

GROUP I:
BREAKING BOUNDARIES BALTIMORE

GROUP II:
7 HOURS

GROUP III:
GREEN MARYLAND

GROUP IV:
SUNSHINE CLINIC

GROUP V:
BALTIMORE ARTS ACCESS

RECRUITMENT AND SELECTION

Information is disseminated to colleges in late December asking them to nominate students for the Walter Sondheim Jr. Maryland Nonprofit Leadership Internship Program. Applicants must be graduate students or undergraduates attending a two- or four- year university or college in Maryland. The applicants must be entering their junior or senior year and have a GPA of 3.0 or higher. All majors are encouraged to apply.

In order to attract high quality students, program participants receive a \$3,000 stipend. The stipend provides an added incentive to the interns, as it offsets the lack of income from regular summer

employment.

A selection committee comprised of representatives from the Maryland Association of Nonprofit Organizations and Delegate Rosenberg review the applications in April. Applicant credentials include a resume, transcript, and a formal application. Students are selected on the basis of these materials and are notified of a decision in early May.

OUTCOMES: STATISTICS HIGHLIGHT PROGRAM’S SUCCESS

Student and host agency evaluations confirm that the 2010 Walter Sondheim Jr. Nonprofit Leadership Internship Program was a success.

SUMMARY OF 2010 INTERN & MENTOR EVALUATIONS

INTERN FEEDBACK

- **100%** of interns stated that they would recommend the Walter Sondheim Jr. Maryland Nonprofit Leadership Internship Program to other students.

KEY: 5- Strongly Agree 4- Agree 3- Neutral 2- Disagree 1-Strongly Disagree

Please rate your internship on the following factors:

(Average scores across program participants are presented below)

This experience gave me better insight into the Nonprofit sector	4.78
The work I performed fulfilled my expectations	4.28
There were ample opportunities for learning	4.61
I had a good working relationship with my co-workers & supervisors	4.78
The work I performed was challenging and stimulating	4.00
I utilized my academic knowledge and skills	4.28
I feel better prepared to enter my career field after this experience	4.43

MENTOR FEEDBACK

KEY: 5- Outstanding 4- Good 3- Satisfactory 2- Poor 1-Inadequate

Please rate your intern on the following factors:

(Average scores across program participants are presented below)

Functions at a high level of productivity	4.66
Shows an ability to learn and problem solve	5.00
Possesses a desire and willingness to take on new assignments	4.91
Displays a spirit of cooperation and teamwork	5.00

Utilizes academic knowledge and skills	4.91
Overall assessment of the student intern	4.91

SAMPLE QUOTES

It is a smart, eyes and heart opening program, that can change not only your mind, but also your career or your life.
Ellen Brown, Intern

The diversity of internships that my fellow interns had ranging from educational to environmental to artistic, unexpectedly enriched my experience.
Jonathan Lehtonen, Intern

This internship program has allowed me to expand my knowledge of the field and develop a deeper understanding of nonprofit fundraising. I have learned immensely from the very talented people both at my site and through MANO's seminars.
Ashley Ripka, Intern

This experience provided me with numerous practical tools to use in the nonprofit sector and the knowledge gained from all the seminars was absolutely incredible and useful for my future career.
Amanda Taylor, Intern

MD CASA Association had a very positive experience with the program. I believe the structure of the program, including the training seminars, helped to prevent the isolation interns may feel when they are the only intern at an organization, and provided more intensive training than the organization may have time or resources to provide. My intern was able to bring back information and skills from the training seminars that not only benefitted him but benefitted the organization as well.
Robert Borah, Mentor

For the second year in a row, our nonprofit has been very fortunate to have an exceptional experience with this program. It has increased our staff base as our first year intern returned and our current intern is weighing her options to continue in some capacity. It has also helped to shape and further develop our prized youth development program, The Power Project.
Andrea Caplan, Mentor

**WALTER SONDHEIM JR. MD NONPROFIT LEADERSHIP PROGRAM
2010 PROGRAM PARTICIPANT LIST**

INTERNS

CHELSEY ANDERSON
Towson University
Major: Fine Arts (Painting Focus)

ROBERT BORAH
Johns Hopkins University
Majors: Public Health and Psychology

ELLEN BROW
Goucher College
Major: Anthropology and Sociology

MENTORS

JOSE DONIMQUEZ
Executive Director
Pyramid Atlantic Art Center

ED KILCULLEN
State Director
Maryland CASA Association

JAKIR MANELA
Director
Kayam Farm at Pearlstone Retreat Center

ANDREA CAPLAN
Maryland Institute College of Art
Major: General Fine Art, Art Education

RAJANI GUDLAVALLETI
Johns Hopkins University
Majors\: Public Policy

SARAH HARTGE
Washington College
Majors: Anthropology

ROBERT HAYES
University of Maryland, College Park
Major: Mechanical Engineering

JONATHAN LEHTONEN
University of Maryland, Baltimore County
Major: English Literature

MEGHAN LEPLEY
Washington College
Major: Economics

MICHELLE PARKS
University of Maryland, College Park
Majors: Government & Politics; English Language &

KATRIN PATTERSON
University of Maryland, Baltimore County
Majors: Gender & Women's Studies & Anthropology

JOHN PRIVOT
University of Maryland, Baltimore County
Major: Psychology

AMY RAPPOLE
University of Maryland, College Park
Major: History

ASHLEY RIPKA
Towson University
Major: Nonprofit Management & Programming

LINDSAY SARVER
University of Maryland, Baltimore County
Major: M.A.T. (Dance Education specialization)

SARAH TARIGHI
Assistant Director
St. Francis Neighborhood Center

JACQUELINE ROBARGE
Director
Power Inside

SHARON ANN HOLT
Executive Director
Sandy Spring Museum

MEGAN MORIARTY
Wheaton Network Manager
Impact Silver Spring

IRMA MABRY
Program Director
Baltimore Urban Leadership Foundation-
The Door

KRISTEN BERRY
Executive Director
Downtown Sailing Center

PHILLIP DODGE
Marketing & Development Officer
National Center for Healthy Housing
Literature

KAREN STUPSKI
Education Program Director
School of Living – Heathcote Community

GAYLE LAKE
Director of Site Operations
Higher Achievement Baltimore

DAWN NEVITT
Manager
The Humane Society of Charles County

MELISSA SHARLAT
Development Manager
Chase Brexton Health Services Inc.

ADRIENNE CLANCY
Producing Artistic Director
ClancyWorks Dance Company

LISA SCOTT
Loyola University of Maryland
Majors: English Writing

KEVIN FELDMAN
Executive Director
Faith Urban Works (Pen Lucy Action
Network)

ADRIANNA SHANEY
Goucher College
Major: Russian

FELICITY SACKVILLE NORTHCOTT
Director
The Arthur C. Helton Institute for the
Study of International Social Service
ISS-USA

MEGHANN SHUTT
University of Maryland, Baltimore County
Major: Public Policy

KAREN STOKES
Executive Director
Baltimore Neighborhood Collaborative
Greater Homewood Community Corp

KIMBERLY STERIN
University of Maryland, College Park
Majors: English Literature, Spanish Language & Culture

JOHN CASTELLANI
Co-editor of New Horizons for Learning
New Horizons for Learning
Associate Professor, Teacher Development

AMANDA TAYLOR
Goucher College
Major: Psychology

JULIETTE RICHTER
Director/Chair, Economic Restructuring
Committee
Fell's Point Main Street, Inc.

**WALTER SONDHEIM JR. MD NONPROFIT LEADERSHIP INTERN PROGRAM
CALENDAR OF SUMMER EVENTS FOR 2010**

WEEK	DATE	EVENT	TIME	LOCATION
1	Wednesday June 2, 2010	Report to Internship	Approximately 9:00 a.m.	Internship Site
2	Monday June 7, 2010	SEMINAR I <i>The Nonprofit Sector</i> An overview of nonprofit structures, the environments within which nonprofits operate, and the role nonprofits play as service providers, advocates, funders, & supporters. GROUP OUTCOME: Develop a Nonprofit Concept -- Set a Mission	9:30 a.m. to 3:00 p.m.	Maryland Nonprofits, Baltimore Office
3	Monday June 21, 2010	SEMINAR II <i>Nonprofit Program Management</i> Obtain information on how to plan, evaluate, and build a program with measurable outcomes. GROUP OUTCOME: Start to build a program with measurable outcomes	9:30 a.m. to 3:00 p.m.	Maryland Nonprofits, Baltimore Office
5	Monday June 28, 2010	SEMINAR III <i>Financial Fundamentals and Fundraising Readiness for Nonprofits</i>	9:30 a.m. to 3:00 p.m.	Maryland Nonprofits, Baltimore

		Gain an understanding of nonprofit financials and the specifics of balance sheets, budgets, audits, and IRS form 990. In addition, obtain an overview of the fundraising environment, including an understanding of what organizations need to have in place for successful fundraising, funding patterns, and the types of fundraising programs available. GROUP OUTCOME: Draft a budget and determine where your money is coming from		Office
7	Monday July 12, 2010	SEMINAR IV <i>Volunteer Management</i> An overview of the role volunteers play within organizations and the sector as a whole and the way in which organizations should approach the process of recruiting, orienting, and retaining their volunteer staff. GROUP OUTCOME: Develop a strategy for engaging volunteers	9:30 a.m. to 3:00 p.m.	Maryland Nonprofits, Baltimore Office
9	Monday July 26, 2010	SEMINAR V <i>Nonprofit Governance</i> Develop a clear understanding of the role of the Board of Directors in nonprofit organizations and role it serves as the governing body of the organization. GROUP OUTCOME: A) Build a board - Develop a strategy for how to recruit young leaders, B) Create a program pitch	9:30 a.m. to 3:00 p.m.	Maryland Nonprofits, Baltimore Office
10	Wednesday August 4, 2010	WALTER SONDEHEIM JR. MARYLAND NONPROFIT LEADERSHIP PROGRAM INTERN & MENTOR CELEBRATION LUNCH	11:30 a.m. to 2:00 p.m.	UMBC 7 th Fl Library

OVERVIEW OF THE 2010 GOVERNOR'S SUMMER INTERNSHIP PROGRAM

The Governor's Summer Internship Program (GSIP) has the following two goals in mind:

1. To instill a knowledge and understanding of the purpose and functions of state government in the emerging leadership of the next generation; and,
2. To attract some of Maryland's best and brightest students to public service upon completion of their formal education.

The Shriver Center markets GSIP to attract up to twenty five of our state's most talented college/ university students to explore the rewards and challenges of careers in public service, specifically state government. GSIP students gain invaluable work experience in their areas of career interest through a full-time internship and develop skills in problem-solving, policy analysis, written and verbal communication, public speaking and teamwork through the program's policy paper component.

The Shriver Center at the University of Maryland, Baltimore County coordinates the program in conjunction with the Office of the Governor.

PROGRAM STRUCTURE

The Governor's Summer Internship Program has three defining components: substantive projects, site visits/seminars, and the development of group policy papers.



During ten weeks, interns work full-time on **substantive projects**, with senior level public administrators and policy makers, in departments or policy areas that closely correspond with each intern's field of study or career interests. Duties often include attending meetings, drafting correspondence, tracking legislation, and researching policy options.

Interns also attend bi-weekly **seminars and site visits** designed to introduce them to the specific rewards and challenges of public administration. These seminars are designed to broaden their knowledge of state government and heighten their appreciation and understanding of the interactive relationships between the various functions of government. Seminar topics for Summer 2010 are included in this report.

The **development of group policy papers** serves as the final component of the Governor's Summer Internship Program. It provides interns with a heightened awareness of the primary purpose of government: to serve people. The policy papers represent tangible products, and provide the students with an outlet to generate solutions to Maryland's most critical issues. These papers, researched in teams, are presented to the Governor. The opportunity to present these papers at the summer's end is unique and exciting and represents the culmination of many weeks of hard work.

2010 POLICY PAPERS INCLUDE:

GROUP I:

On the Cutting Edge: Using Managed Access to Combat Cell Phone Contraband

GROUP II:

An Evaluation of Home Detention Expansion to Prince George's and Montgomery Counties

GROUP III:

Poultry Litter-to-Energy: A Renewable Fuel Source

GROUP IV:

Cyber Bullying: Keeping Maryland at the Forefront of Bullying Prevention

GROUP V:

Beyond High School Graduation: Increasing College and Career Readiness for Maryland Students

RECRUITMENT AND SELECTION

The presidents of colleges and universities in Maryland are invited by the Governor to nominate students for the Governor's Summer Internship Program three months prior to the application deadline in March. Applicants must be undergraduates attending a two- or four- year university or college in Maryland, or are Maryland residents attending an out-of-state college or university. The applicants must be entering their junior or senior year and have a GPA of 3.0 or higher. All majors are encouraged to apply.

In order to attract high quality students, program participants receive a \$3,000 stipend. The stipend provides an added incentive to the interns, as it offsets the lack of income from regular summer employment.

A selection committee comprised of representatives from the Governor's Office and several state agencies review applications in April. Applicant credentials include a resume, transcript, two letters of recommendation and a formal application. Students are selected on the basis of these materials and are

notified of a decision in early May.

OUTCOMES: STATISTICS HIGHLIGHT PROGRAM’S SUCCESS

Student and host agency evaluations confirm that the Governor’s Summer 2010 Intern Program was a success.

- **100%** of interns indicated that they would recommend the Governor’s Summer Internship Program to other students.

INTERN FEEDBACK

KEY: 5- Strongly Agree 4- Agree 3- Neutral 2- Disagree 1-Strongly Disagree

Please rate your internship on the following factors:

(Average scores across program participants are presented below)

This experience gave me better insight into MD State Government	4.73
The work I performed fulfilled my expectations	4.36
There were ample opportunities for learning	4.91
I had a good working relationship with my co-workers & supervisors	4.86
The work I performed was challenging and stimulating	4.31
I utilized my academic knowledge and skills	4.23
I feel better prepared to enter my career field after this experience	4.59

SAMPLE QUOTES

The chance to prepare a policy paper for the Governor was definitely the highlight. Very few internships would have given me a chance to work on such a substantive project.

Stephanie Patterson, Intern

I feel that the best aspect of this program is the wide range of positions available for students to work in. Students in any major can be in the program and use their skills. I also enjoyed visiting Annapolis and meeting Senate President Miller and other members of Maryland State Government.

Matt Adamiak, Intern

I appreciated all the opportunities to get a very close snapshot of Maryland government, i.e. Judge Bell, the Legislative Complex tour, the Policy Paper presentation to Governor O’Malley and working in a state agency. On the whole, a superb experience, both in content and in the many great people I met.

John Streifel, Intern

The best aspect of this program was being treated as a valuable member of state government. The GSIP title held a lot of weight with people, and the members of government could not have been friendlier or more helpful.

Michelle McGrain, Intern

GOVERNOR'S SUMMER INTERNSHIP PROGRAM

2010 PROGRAM PARTICIPANT LIST

INTERNS

MATT ADAMIAK

West Virginia University
Major: Environmental Science

CASEY ALT

Boston University
Major: International Relations

STEPHANIE BERGER

Williams College
Major: Political Science

RICHARD BLISSETT

University of Maryland, Baltimore County
Majors: Bioinformatics & Computational Biology

JORDAN COUCH

Saint John's College
Majors: History of Math and Science, Philosophy

HANNAH DIER

University of Maryland, Baltimore County
Major: Political Science

MOLLY DOYLE

Amherst College
Major: Sociology

CHRISTIANNE FORD

Saint Mary's College of Maryland
Major: Sociology

MAGGIE FRIDINGER

Gettysburg College
Majors: Political Science, Spanish

MENTORS

ANGELO BIANCA

Deputy Director
Maryland Department of the Environment
Air & Radiation Management Admin.

DR. MARTIN FORD

Associate Director
Maryland Dept of Human Resources
Maryland Office for Refugees & Asylees

JERRY BODEN

Chief of Staff
Maryland Department of Veterans Affairs

MARGARET CELLUCCI

Education Program Specialist
Maryland State Department of Education

ERIC SCHMITT

Implementation Manager
Office of the Governor
Governor's Delivery Unit

BETH BLAUER

Director
Office of the Governor
StateState Program

DR. MARTIN FORD

Associate Director
Maryland Dept of Human Resources
Maryland Office for Refugees & Asylees

ASUNTHA CHIANG-SMITH

Executive Director
Governor's Office on Base Realignment
and Closure

HEATHER BARTHEL

Director
Maryland Department of the Environment
Office of Legislation and Policy

MAUREEN HARVIE
University of Maryland, Baltimore County
Major: Political Science

CHANAYE JACKSON
Mount St. Mary's University
Major: English

KATHERINE MARTINEZ
Johns Hopkins University
Major: History

MICHELLE MCGRAIN
University of Maryland, College Park
Majors: Government & Politics, Sociology

TESS MCLAUGHLIN
Loyola University, Maryland
Major: Political Science

MEGAN NORMAN
Vanderbilt University
Majors: Elementary Education

STEPHANIE PATTERSON
Duke University
Majors: Chemistry, Psychology

LAUREN PESCATORE
Saint Mary's College of Maryland
Major: Spanish

SARAH ROHRBACH
Dartmouth College
Majors: Latin American Studies, English

JOHN STREIFEL
Mount St. Mary's University
Majors: Spanish, Economics

ANDREA THOMPSON
University of Maryland, Baltimore County
Majors: Economics, Political Science

ANDREW LAULAND
Governor's Homeland Security Advisor
Governor's Office of Homeland Security

SCOTT OAKLEY, ESQ.
Executive Director
Maryland Department of Public Safety
and Correctional Services Inmate
Grievance

THOMASINA HIERS
Assistant Secretary/Chief of Staff
Maryland Department of
Public Safety and Correctional Services

SUE DUPONT
Communications Director
Maryland Department of Agriculture

WENDELL SUTTON
Director of Advocacy
Governor's Office of Minority Affairs

GEORGE FAILLA, JR.
Deputy Secretary
Maryland Department of Disabilities

BETH BLAUER
Director
Office of the Governor
StateState Program

KIM LAMPHIER
Communications Manager
Maryland Department of the Environment

DEBRA ARNOLD
Eastern Regional Chief
Governor's Office of Crime Control and
Prevention

DONALD DEVORE
Secretary
Maryland Department of Juvenile
Services

OVETTA MOORE
Chief Operation Officer
Maryland Department of Business and
Economic Development

BRITTANY THURSTON
 University of Maryland, College Park
 Major: Elementary Education

VALERIE KAUFMAN
 Early Learning Branch Chief
 Maryland State Department of Education

ELIAS TONEY
 Goucher College
 Major: International Relations

LT. DELAINE BRADY
 Maryland State Police

KATHLEEN TUCKER
 Johns Hopkins University
 Major: Public Health Studies

PETER CONRAD
 Director of Local Government Assistance
 Maryland Department of Planning

KATHARINE WATSON
 Johns Hopkins University
 Major: Sociology

DR. DANETTE GERALD HOWARD
 Director
 Maryland Higher Education Commission
 Office of Research, Planning &
 Workforce Dev.

MARTA ZOELLNER
 Goucher College
 Majors: Political Science

SHARI WILSON
 Secretary
 Maryland Department of the Environment

GOVERNOR'S SUMMER INTERNSHIP PROGRAM
2010 CALENDAR OF EVENTS

Week	Date	Time	Location	Event
1	Tuesday, June 8	9:00 a.m.	Internship Site	Report to Internship
1	Wednesday, June 9	9:30 a.m. - TBD	UMBC Public Policy 208	SEMINAR I "How to Write a Policy Paper" Facilitated by Dr. Roy Meyers Professor, Political Science, UMBC
2	Wednesday, June 16	10:00 a.m. - TBD	House Office Building, Room 145, Annapolis	SEMINAR II "Meet the Executive Branch"
3	Tuesday, June 22	8:30 a.m. - 4:00 p.m.	Annapolis	SEMINAR III "Overview of Maryland State Government" Annapolis Visit

4	June 21 - June 25	<i>Groups select time</i>	<i>Groups select location</i>	<i>Groups meet and discuss research</i>
5	June 28 - July 2	<i>Groups select time</i>	<i>Groups select location</i>	<i>Groups meet and discuss research</i>
6	July 6 - July 9	<i>Groups select time</i>	<i>Groups select location</i>	<i>Groups meet and discuss research</i>
7	Monday, July 12	No later than 5:00 p.m.	Email: moettel@umbc.edu meyers@umbc.edu	"Policy Paper Review" Forward drafts of policy papers to Mike Oettel and Dr. Meyers
7	Wednesday, July 14	9:30 a.m. - TBD	UMBC Commons 329	SEMINAR IV "Policy Paper Presentation Session" Facilitated by Dr. Roy Meyers Professor, Political Science, UMBC
8	Wednesday, July 21	12:35 p.m.	Oriole Park at Camden Yards	Baltimore Orioles vs. Tampa Bay Rays Governor's Suite*
9	Thursday, August 5	Afternoon, Times Vary	UMBC PUP 107	Mock Policy Paper Presentations
10	Friday, August 13	TBD	Governor's Reception Room Maryland State House	CLOSING CELEBRATION "Policy Paper Presentation to Governor Martin O'Malley and GSIP Recognition Celebration"

