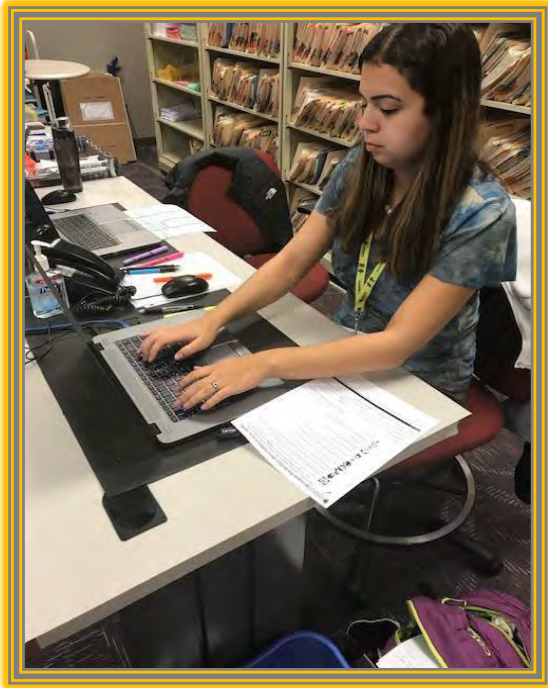




A Half Century Of Learning By Doing!

**Alverno College Celebrates
Fifty Years of
Student Internships
1971-2021**




Tia Baas, conducting clinical Navigation at CHW. (2016)

More than **4000** Alverno interns...

...engaged with **2000** companies and organizations!

Monica Watry, interning at the Medical College of Wisconsin. (2016)



The background of the slide is white and covered with numerous small, colorful dots in shades of red, blue, yellow, and purple, resembling confetti or a starry night sky. A large, white rectangular box with a thin orange border is centered on the slide, containing the main text.

“My internship was the perfect
ending to college and the
stepping stone for the real world.”

Concepcion Guerrero,
Alverno College,
Class of 2010

Internship At Alverno College

The development of Alverno's internship model began in the early 1970's. For many years, Alverno College successfully blended practicum experience with its education and nursing departments. The "student teacher" and "student nurse" programs allowed Alverno students to apply theories learned in the classroom to "real-world" work situations. Both educational programs were successful models of applied learning. Why couldn't this "experiential learning" take place in other areas of academic studies? Couldn't all students benefit from the practical application and practice of the academic theories they were learning in the classroom? Would these experiential placements aid students in their written and verbal communication skills?

These questions were the impetus for the development of a new program at Alverno College. Coined OCEL (later to become the Internship Program), Off-Campus Experiential Learning was an important component to the Alverno curriculum evolution that took place from the late 1960's through the next decade. The Internship Program would become an instrumental part of the Alverno abilities-based curriculum.

When the Internship Program (formerly known as OCEL) first began in the fall of 1971, seven students were selected to participate. Five local businesses agreed to host students in the new pilot program: Northwestern Mutual Life Insurance Co.; Metro-Research; Milwaukee School Board; Kiwanis Children's Center; and St. Aemelian's Child Care Center. The experimental program received encouraging results from both the students and mentoring businesses alike. This prompted 17 students to apply in the following semester. The number of interested businesses and agencies increased from five to thirteen.



Karen Gebarski (1973) shown at her journalism internship for *Quality Progress Magazine*. Her internship began in the fall of 1972, the second semester of Alverno's new OCEL program. She was among the first 24 Alverno students to participate in the program.

Experiential learning quickly became an important part of the Alverno College curriculum. By the late 1970's, Alverno students would participate in at least one internship experience as an undergraduate student. The benefits of the "field-based learning" were maximized and enhanced by Alverno's new abilities-based curriculum. *How and what a student learns in an academic setting is only useful if the theories can be applied and utilized in "real-life" career situations.*



Above, Barb Rapant (1976) interned at the VA hospital lab in the fall of 1975. To the right, Alverno intern Colleen Thiel (1977) works in a lab at Globe Union in the summer of 1975.



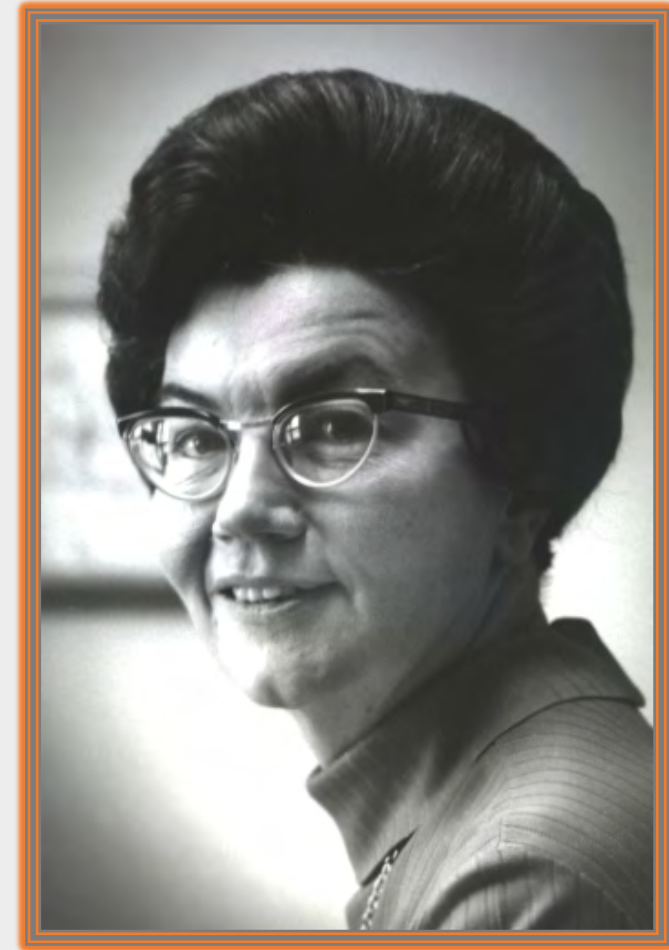
The rising success of the Internship Program was due to several factors. Active participation of Alverno's administration, faculty, students and outside business agencies ensured the program's success. Today, just as it was when the program first began, host businesses and mentors play an active role in the process by interacting as instructors, guides, liaisons and co-workers to the student. The hosts provide real work experiences: projects; deadlines; budget constraints; and employee/customer interaction. Internship placements are successful only when the student actively engages in all tasks as outlined by their advising faculty member, internship course, and business mentor.

The faculty driven Internship Program is not to be a substitute for real college classroom learning. The internships provide the "testing ground" for the application of knowledge learned in the classroom. Academic credit for the internship is earned based on the students ability to assimilate classroom knowledge and skills into the workplace environment.

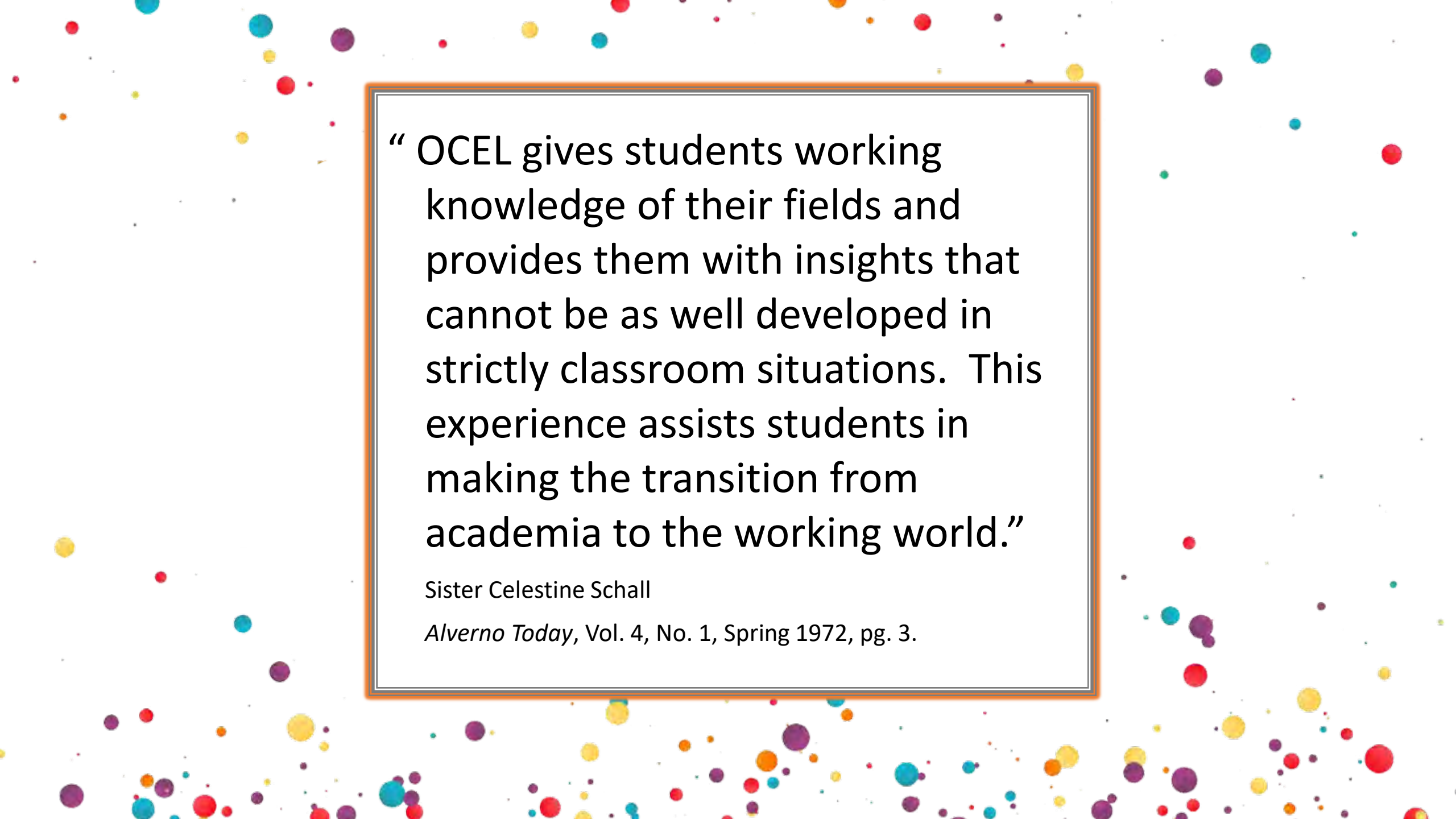
Leadership *Defines* Alverno College's Internship Program

The Internship Program's success began with Sister Celestine Schall and four members of the American Society for Training and Development (ASTD): James Hyland; Paul Pagenkopf; Robert Reiter; and Jude Werra. They were instrumental in designing the Alverno College internship program model in 1971. Sister Celestine was the first Director.

The Internship Program quickly became nationally recognized due to Sister Celestine's hard work and strong belief in the contribution the program could make to Alverno's curriculum. After just three years, the American Society of Training Directors cited The Internship Program (formally known as OCEL), as one of the best professional training programs in the country..."helping bridge the gap between business and education...providing graduates who do not need as much employer time and investment to do their job."



Sister Celestine Schall
First Director
1971-1974



“OCEL gives students working knowledge of their fields and provides them with insights that cannot be as well developed in strictly classroom situations. This experience assists students in making the transition from academia to the working world.”

Sister Celestine Schall

Alverno Today, Vol. 4, No. 1, Spring 1972, pg. 3.

Directors of the Alverno College Internship Program

Leadership and guidance are of the utmost importance when building and maintaining any successful program. The Internship Program has continued to be a strong and vital part of Alverno's curriculum due to the tireless efforts of the program's past and present directors.

THE OCEL YEARS:

Sister Celestine Schall	1971-1974
Joan Francoeur	1974-1977
Marilyn Stolee	1977-1979
Susan Oster	1979-1981
Kate Hardy	1981-1983
Marilyn Thanos	1983-1997

THE INTERNSHIP PROGRAM YEARS:

Paula McGinnis	1997-2002
Susan Leister	2002-

Previous Directors of the Alverno College Internship Program



This photo was taken at a celebration marking the 20 year anniversary of the Internship Program, April 30, 1991. Pictured are past directors: (from left to right) *back row* Joan Francoer, Marilyn Thanos, Celestine Schall; *front row* Paula McGinnis, Theresa Heeg (assistant director, 1987-1989), and Susan Oster.

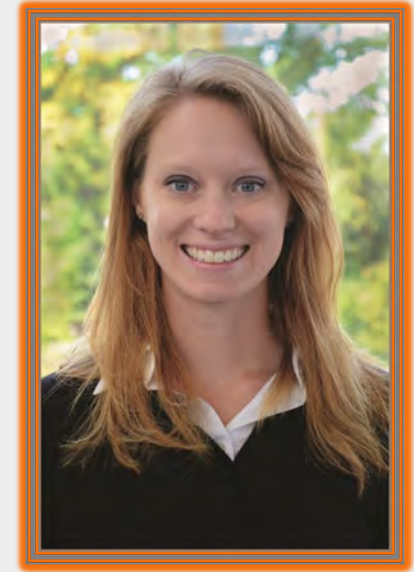
The Internship Program Directors Today...



Susan Leister
Internship Director
Alverno College
2002 -

In 2011, Megan Anderson became assistant director of the Internship Program, working along side Susan Leister.

By honoring and further developing the work of Sister Celestine Schall, they have worked together to create new opportunities for students so that they can explore, identify, and prepare for internships.



Megan Anderson
Assistant Internship
Director
Alverno College
2011 -

Faculty and Administration is key to Alverno's Internship Program Success

Alverno's faculty and administration recognized, early on, the value of the Internship Program to their ability-based curriculum. Experiential learning fit well within the framework of an outcome based education. The program seemed to develop and grow, quite naturally, as the new curriculum was being finalized in the mid-seventies.

But why was the new Internship Program working? How do you quantify the results? That would become the work of the newly created Faculty Advisory Committee for the program in 1977/1978. The committee would dissect and analyze Alverno's Internship Program and compare their results with other internship programs and methods for experiential learning. The FAC would later change its' name to the Alverno College Experiential Learning Committee in 1983.

The advisory committee soon realized that Alverno's unique combination of experiential learning and ability based learning would continue to replicate its early success based on studies and theories by David Kolb [Kolb's (1976a) *Description of the Learning Cycle*] and Chris Argyris and Donald Schön (*Theory in Practice: Increasing Professional Effectiveness*). Alverno's educational framework, that included experiential learning, would quickly become a model for other institutions to study and follow.

The faculty at Alverno College would spend the next several years compiling and analyzing data on Alverno's successful Internship Program.

"...our curriculum is grounded in a belief in the value of active learning. In most classes, students learn academic concepts through a hands-on approach, one which requires them to explore ideas in a realistic context. We believe that students will be more adequately prepared to meet real-world challenges and situations if they realize that the academic world and the professional world are closely related and dependant upon each other. In order to foster that learning, each student is required to participate in at least one off-campus internship experience during her undergraduate experience at college."

Cromwell, Lucy. *NSEE Quarterly (National Society for Experiential Education)*, "An Internship Seminar: Integrating the Academic and Professional Worlds" Winter 1994, 8-28

"Knowledge and experience can be powerful partners in advancing students' learning when systematically structured into a curriculum. Knowledge is made deeper when tested by experience. This knowledge in turn serves as a more focused lens for extracting meaning from new experiences."

Wutzdorff, Allen; Hutchings, Pat. *New Directions for Teaching and Learning*, "An Integrating Seminar: Bringing Knowledge and Experience Together". no. 35. San Francisco: Jossey-Bass, Fall 1988.

Fostering Professional Development Through Experiential Learning

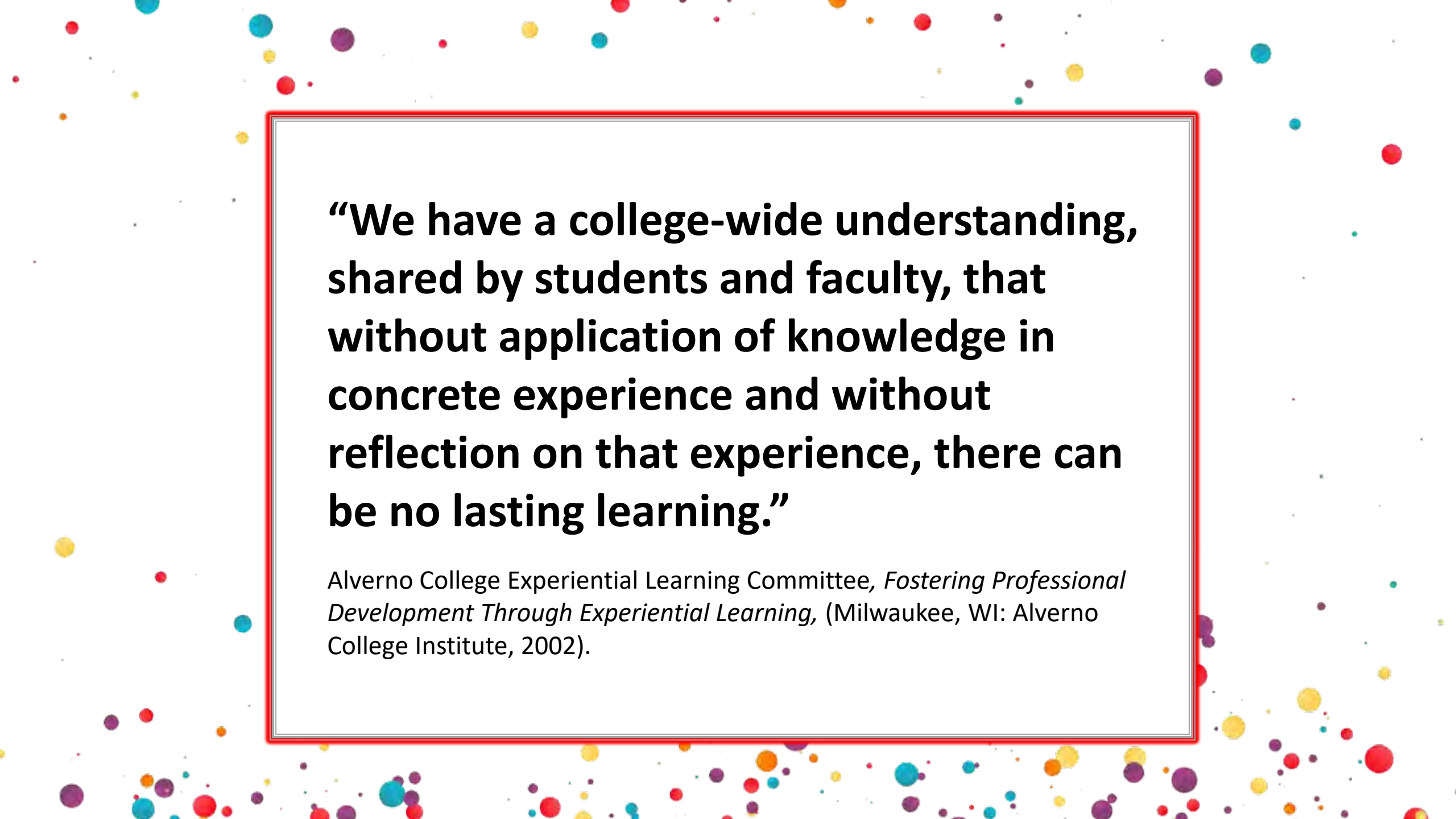


by the
Alverno College
Experiential Learning
Committee

In 1995 the Alverno College Experiential Learning Committee would re-articulate the benefits and outcomes of experiential learning as it applied to Alverno students and the Alverno ability based curriculum.

The Alverno College Experiential Learning Committee's book, *Fostering Professional Development Through Experiential Learning*, was published in 2002 as a guide for other institutions trying to develop or enhance their internship programs.

"In this publication we illustrate what experiential learning looks like across a college curriculum and how the structure and resources of an institution can be developed to support and reinforce powerful learning of this kind."



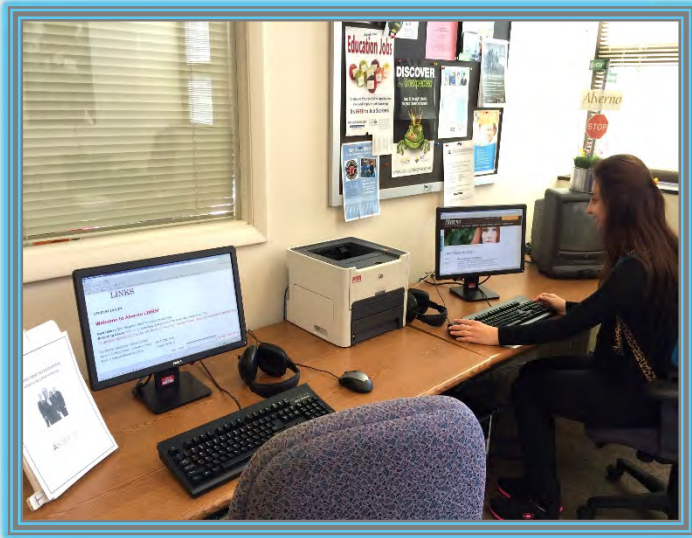
“We have a college-wide understanding, shared by students and faculty, that without application of knowledge in concrete experience and without reflection on that experience, there can be no lasting learning.”

Alverno College Experiential Learning Committee, *Fostering Professional Development Through Experiential Learning*, (Milwaukee, WI: Alverno College Institute, 2002).

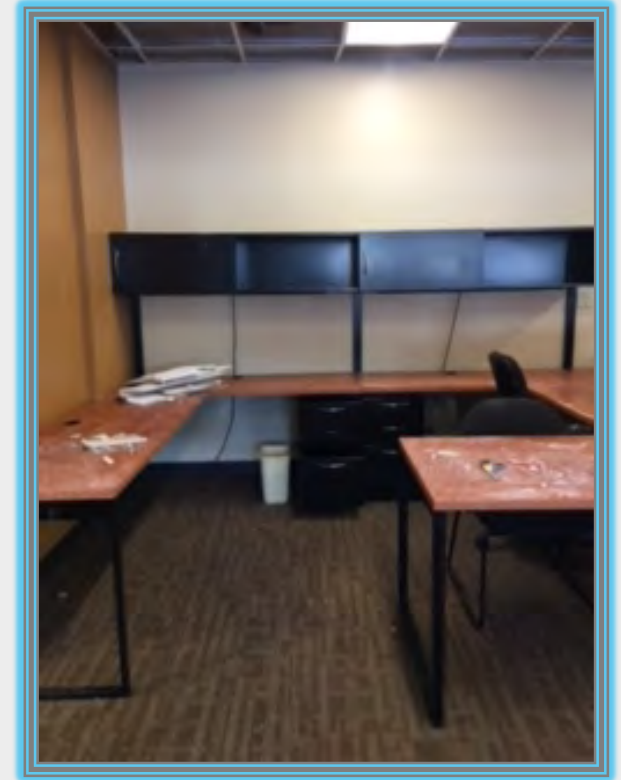
The Career Studio and the Internship Program: Working Together

In the mid 1970's, the office that housed the Internship Program was known as the Career Services office. Over the years, the program changed its name multiple times and its office space as well, which included physical separation from the Internship Program.

The office was in a different location until 2013. The Promise and Power campus improvement project allowed the space to be reorganized, and the office, known then as the Career and Professional Development Center, is now located on the first floor of the recently renovated Founders Hall. In 2019, when the college experienced an unfortunate flood, the office space had to be remodeled. Along with this remodeling came a reimagined office area. The Internship Program joined forces with the office space again, now known as the Career Studio.



Former office space before the Promise and Power campus improvement project



Office space after water damage from the flood. (2019)

The Career Studio and the Internship Program merged to form one team. Career coaches shared their ideas with the internship directors and helped the Internship program to grow. Because of this merger, new changes were made that dealt with technology use and student readiness for internships. Now, more than ever before, the Internship Program is easy to navigate and full of resources for students to utilize.

Websites and databases like “Handshake” and “Ignite” provide Alverno interns with possible job opportunities and professional connections to alums who have worked in the same field. There is also the new addition of career communities: a way to help students explore what careers they identify with and may want to intern in by meeting with a career coach before they take mandatory courses that are a part of the Internship Program.



Mentors play a key role

Mentor employers are a key component to a successful Internship Program. Alverno internship mentors set goals and timelines for their interns. They monitor, assess and give feedback to the interns on their performance and ability to apply what they have learned in classes to their tasks. Feedback is also shared with the internship faculty advisor who works with the student to optimize the internship experience. All of this is done in an effort to create an experiential learning environment in which students can gain career knowledge through practical application.

Coming from various industries, agencies and non-profit organizations, some of the mentors were, themselves, Alverno students. Mentors from off-campus sites frequently comment on how much the internship arrangement has benefited their company. Ideas and questions articulated by our interns bring fresh perspectives and keen insights to companies and their workplace practices.

Employers and Mentors Support Alverno Internships



Jean Royce's internship was at the local manufacturer, Kearney and Trecker Corp. during the 1980's.

Manufacturing

When Thomas M. Trecker, Manager of Employee Relations at Kearney and Trecker Corporation was asked about the Alverno Internship Program, he commented that,

"It is a shared experience for both the student and the firm alike. Jean Royce designed, developed and implemented a new employee orientation program. This program was a direct benefit for our company."



Research & Development

As an early Alverno intern student, Elizabeth Szenkier did laboratory research at the Miller Brewing Company in 1978. Her mentor there was Dr. J. Raymond Helbert.

When asked about Alverno's program, Helbert said,

"The OCEL program provides a bridge between the 'school world' and the 'real world', thereby tending to eliminate the unfortunate dichotomy between these worlds that exists in the minds of many students."

Government

When Carolyn Kahl (1990) began her internship with Wisconsin State Senator Barbara Ulichny, Kahl wanted to develop a “general knowledge of state government.” At the completion of her internship, Kahl had performed everything from researching bills and constituent issues to tour groups and, budget work. Kahl quickly became a “valuable addition to the Ulichny staff.”



This photo, from April 4, 1989, was taken in the office of Wisconsin State Senator Barbara Ulichny (standing). Ulichny was meeting with, at left, Alverno alumna Marcia Tillet-Welsh (1985 graduate and speechwriter to Ulichny) and Alverno intern Carolyn Kahl (1990).

The background of the slide is white and decorated with numerous small, colorful dots in shades of red, teal, yellow, and purple, scattered across the top and bottom edges.

Mentors share their thoughts on Alverno Interns

"She was a joy to work with and we will miss her presence in our organization. She has set a precedent that will be difficult to surpass."

"She is a credit to herself and to your institution. Based on my experiences with her, I would gladly work with other Alverno students."

Wisconsin businesses and institutions that have hosted Alverno Internships in the past include...

211 @ IMPACT
Autism Behavioral Network
Center for Urban Population Health
GMR Marketing
Graduate School of Biomedical Sciences at the Medical College of Wisconsin
Hydrite Chemical
Journal Sentinel, Inc.
Marcus Promotions: Footlights
MetroParent Magazine
Milwaukee Area Domestic Animal Control Commission
Milwaukee Art Museum
Milwaukee Bar Association
Milwaukee Brewers Baseball Club
Milwaukee Center for Independence
Milwaukee Health Department
Milwaukee Public Museum
Milwaukee Public Schools
Northwestern Mutual
Rockwell Automation
Urban Ecology Center
U.S. Equal Employment Opportunities Commission
U.S. Social Security Administration
Wisconsin State Public Defender's Office
WTMJ4- The Morning Blend

National Internships include...

- **All Stars Project**, New York, New York
- **ABC News Bureau** Washington, D.C.
- **Brookhaven National Laboratory**, Upton, New York
- **Double R Productions**, Washington, D.C.
- **International Association of Chiefs of Police**, Alexandria, VA
- **Johns Hopkins University, Paul H. Nitzke School of Advanced International Studies**, Washington, D.C.
- **University of Florida Department of Civil and Coastal Engineering**, Gainesville, FL
- **University of Nebraska Department of Mathematics**, Lincoln, NE
- **University of Nebraska-Omaha Medical Center**, Omaha, NE
- **Red Eye Post TV**, Alexandria, VA
- **Warner Brothers Records**, Burbank, CA

International Internships include...

- **The University of Glasgow Department of Psychology**, Glasgow, Scotland
- **The Hansard Society for Parliamentary Government**, London, England
- **The Working Boys Center**, Quito, Ecuador
- **University College Chester**, Chester, England
- **Los Hogares Santa Maria de Guadalupe Orphanage**, Guadalupe, Guatemala
- **Hong Kong International School**, Hong Kong, China
- **Novozymes A/S** Copenhagen, Denmark
- **Cassava Project** Namagunga Uganda
- **Evergreen International Airlines**, Hong Kong, China

Photos of Alverno Interns

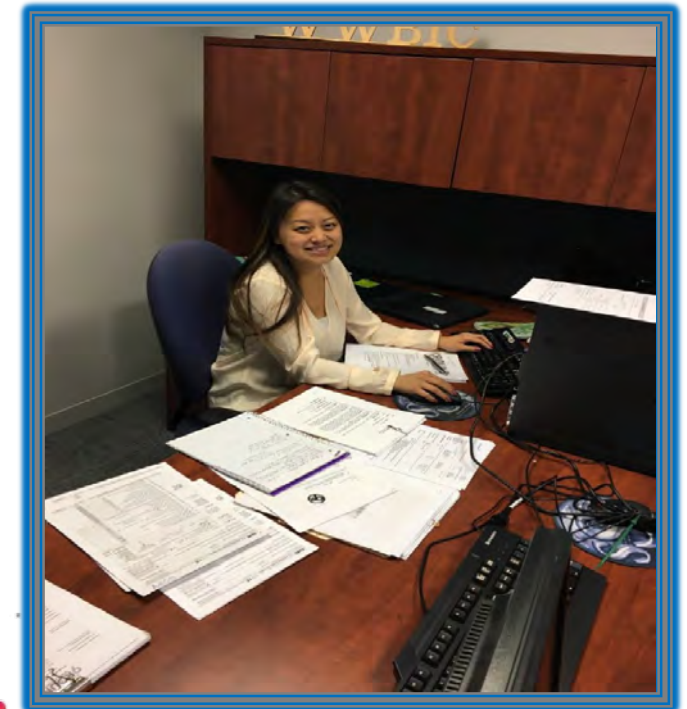
Carly Lustig, interning at the Alfons Galley (2016)



Callie DuFay, interning at the Center for Urban Population Health (2016)



Khou Yang, interning at WWBIC (2016)



What do students think about Alverno's Internship Program?

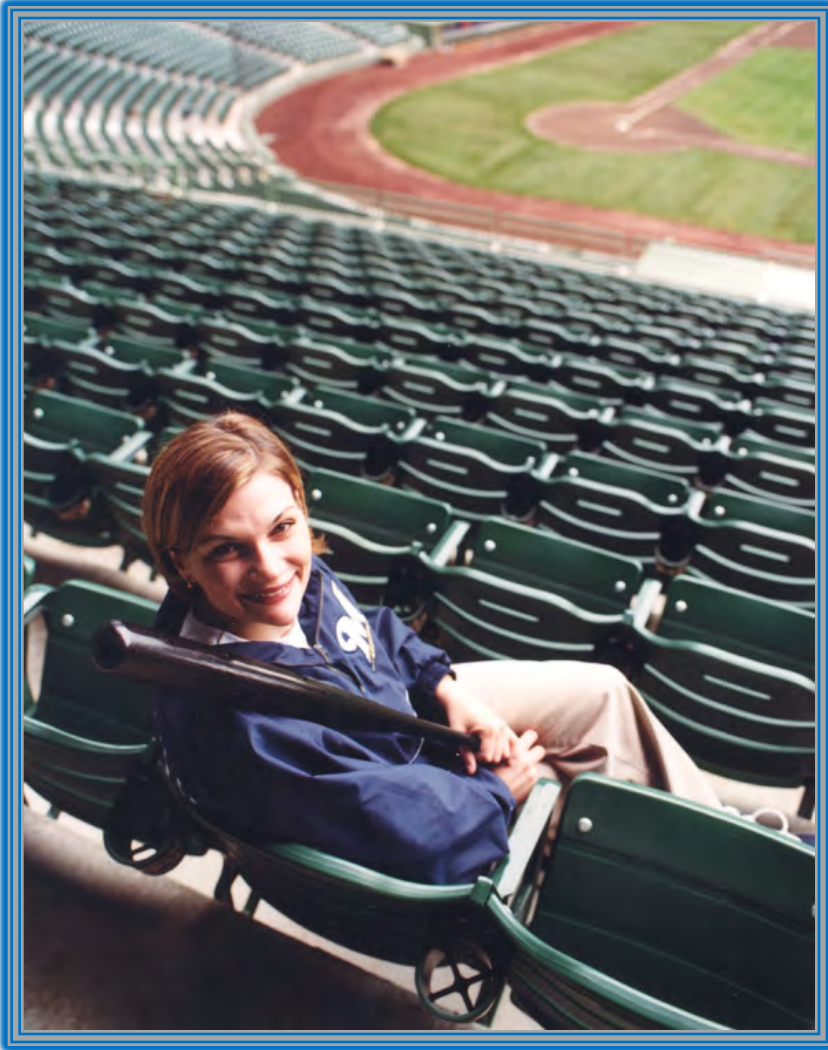
The Arts

Maria Large says of her internship experience,

"I chose the Milwaukee Art Museum for an OCEL because I wanted to try a different setting – something less academic, more hectic...I didn't think my mentor would give me as much time as she has. She's helped me realize that a workplace is complex; there are multiple agendas. You have to be a little assertive to get some attention for yours."



Pictured at left, Alverno intern Maria Large (1988) with her mentor, Ginny Knight of the Milwaukee Art Museum.



Sports Management

Alverno student, Elizabeth Schaeffer (2002) spent spring of 2002 interning for the Milwaukee Brewers Baseball Club. While she was there, she worked in sales and promotion. Schaeffer felt her internship experience was invaluable.

"I don't think college is all about the classroom. It's about these experiences." Schaeffer added, "This gives me an inkling of what lies ahead of me in the business world."

International Business

Internship goes Global:

Alverno College has been host to numerous international students over the years. Our Internship Program provides students from abroad with first hand knowledge of American technology, innovation, and business practices. But the businesses benefit too when an international student intern can provide global perspectives, cultural insights and translation skills in the workplace.

Urszula Cholewinska (2000) did just that during her internship at the investment firm Dain Rauscher Corporation. A native of Slupsk, Poland, Cholewinska was unexpectedly asked to serve as a translator for one of Rauscher's brokers who was doing business with a Milwaukee client's Poland office. Her bilingual communication skills and cultural perspectives assisted in finalizing the broker's benefits package with the Polish employees for the Milwaukee based company.

Urszula Cholewinska **A New Direction**



Urszula Cholewinska didn't expect her internship at investment firm, Dain Rauscher Corporation, to take her, literally, in another direction. But that's exactly what happened.

One of Rauscher's brokers, who is also employed at Southwest Metal Finishing Company, manages Southwest's 401(k) plan. Southwest was having difficulty enrolling its Polish-speaking employees, so Cholewinska was asked to step in and serve as a translator.

Cholewinska, an international student from Slupsk, Poland, was able to alleviate many of the employees' fears, which were based on cultural differences and lack of communication. The meeting was deemed so successful that Cholewinska was asked to return.

"I've really enjoyed my diversified internships," said Cholewinska, who will graduate in August. "In addition to Dain Rauscher, I worked at Apex Interactive as an html programmer. Taking two internships is a great idea. I'm better prepared to enter the workforce."

"I also had the opportunity to study abroad in Bradford, England, taking an international business and a finance course, which really complemented my international business major." —C.M.

Inspired by internship: Good Mourning Counseling Program arrives in Africa

2007



Sister Josephina at Elegance for Africa fundraiser.

Photo by Jenny Marie Farris.

Does the traditional African outfit's vivid pattern and matching headband disguise what lies inside this Alverno College student? After all, she typically wears the habit of her Roman Catholic order, the Sisters of St. Therese of the Little Flower.

No matter the dress, the message of native Tanzanian, Sister Josephina Mwoleka, is the same. Her people in Africa are suffering from AIDS, malaria, hunger, and death. She says, "Probably not even one or two could be found not to be touched by this." For this reason she believes she was called to be a nun. Her mission is to help heal her people; physically, psychologically

and spiritually. The Archdiocese of Milwaukee World Missions provides the platform for Sister Josephina to appeal for financial support for the Good Mourning Counseling Program by visiting local churches.

The model for this program came from her counseling internship at Milwaukee's My Good Mourning Place, which helps children cope with the death of a parent. In December 2006, she returned to her African home to spur her order to begin the Good Mourning Counseling Program. Its literature states, "...bringing hope to a situation too often considered hopeless."

Excerpt from ***Alverno Alpha***
Volume 27, Issue 3, December
2007, pg. 1 & 6.

Social Work

For the 50th Anniversary of the Internship Program, two student interns majoring in social work reflected on their experiences.



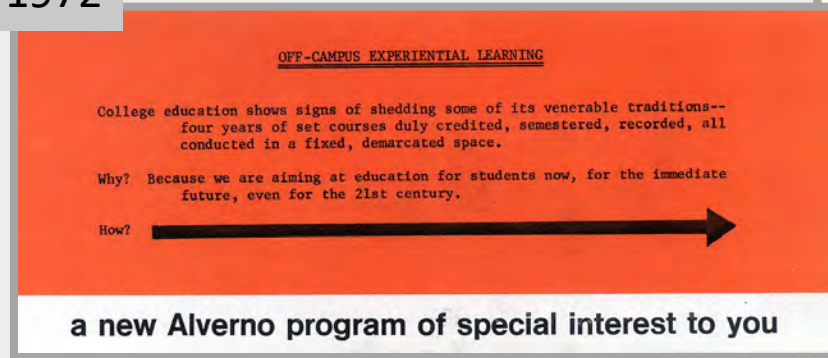
"My favorite part about working at Pathfinders Youth Shelter is having the privilege to work with so many youth and families. I love helping youth discover their goals and encouraging them to use their strengths often. The work I do is so rewarding and I am constantly learning in this field!" - Ekaterina, social work major



"My favorite part of my internship is working with the foster children and getting to know them better so I can help them better." – Meliciya, a social work major interning at H.O.P.E.

These are a few of the brochures that Alverno's Internship Program have used over the years to generate interest in internships and mentoring. It was in the late 1990's that the OCEL Program would be referred to as the Internship Program.

1972



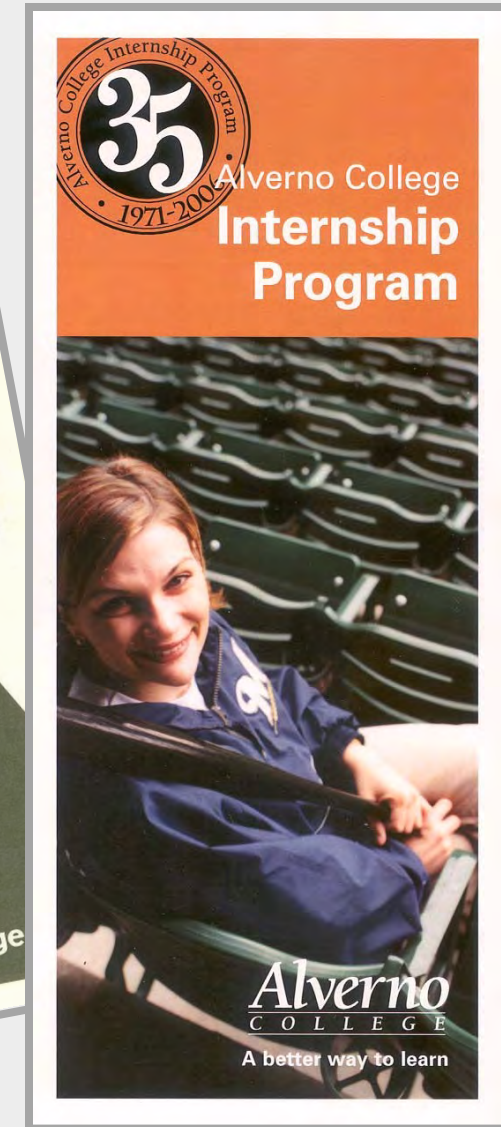
1977



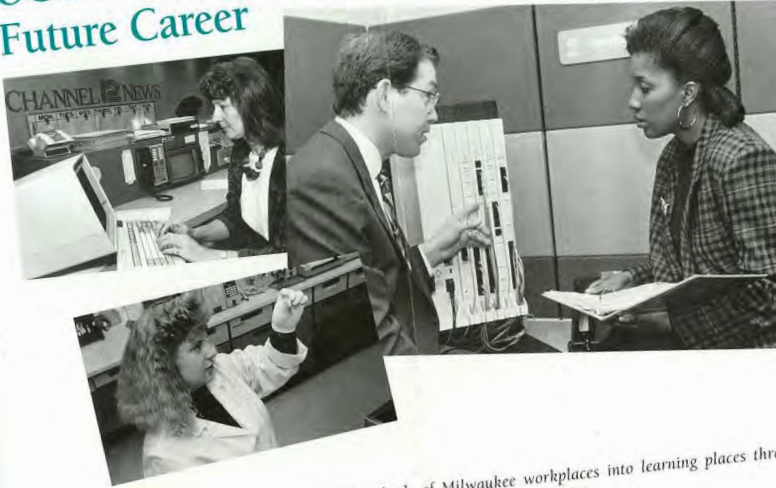
1980



2006



OCEL Internships Offer a Head Start on a Future Career



Since 1971, Alverno students have turned hundreds of Milwaukee workplaces into learning places through internships in the college's Off-Campus Experiential Learning (OCEL) program.

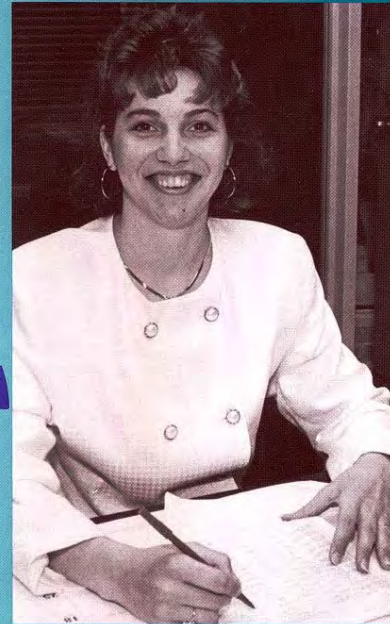
Market studies. Computer graphics. Scientific research.

Alverno students have worked on hundreds of projects like these through internships in the college's Off-Campus Experiential Learning (OCEL) program. The program was designed to put students face-to-face with one of the world's great teachers: experience. An OCEL internship is required for every weekday student, similar to the field experiences that are part of the curriculum for nursing and education majors.

OCEL internships are semester-long projects in businesses, government agencies or community organizations. Typically, they take 8-12 hours a week. Students receive academic credit, not pay, for fully completing their internships.

For sponsoring organizations, OCEL internships help meet specific needs and accomplish projects otherwise might not get done. For students, it's more than an exciting way to learn. It gives them a sense of direction, providing valuable on-the-job experience and a sense of professional accomplishment in their field of interest.

OCEL Internship Program



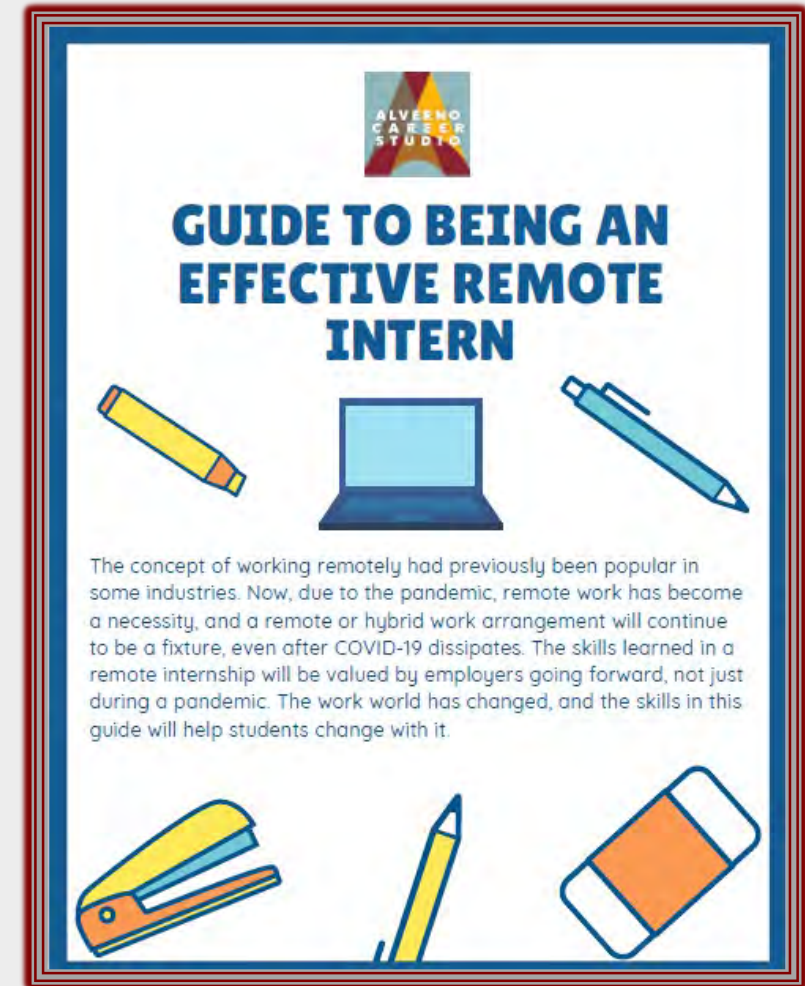
Alverno
COLLEGE

This brochure from the early 1990's outlines and promotes the Internship Program at Alverno College. The brochure provided students, host companies and mentors with information, highlighting why the program is so successful.

Navigating Internships Through A Global Pandemic

On March 20th, 2020, Alverno College – along with the rest of the nation – was officially on lockdown as the Covid-19 pandemic hit the U.S. with force. Many people faced difficult situations with proceeding in their current careers. Some were forced to leave their jobs as companies closed down, while others took this opportunity to start up remote businesses that allowed them to work from home. How were current Alverno interns navigating through all this uncertainty? How were the directors of the Internship Program facilitating this change?

During this time, many internships were either cancelled, or switched to being a remote internship. The Internship Program directors put out brochures and tutorials on how to work effectively as a remote intern and how to understand the technology that was important for working remotely. They also provided information on how to keep in contact with internship mentors and how to continue to network.



A National Award Winning Internship Program

Alverno's Internship Program has garnered tremendous national attention and recognition over the 50 years of its existence:

NSEE (National Society for Experiential Education)

2001 Program of the Year Award

US News and World Report “Programs to Look For”

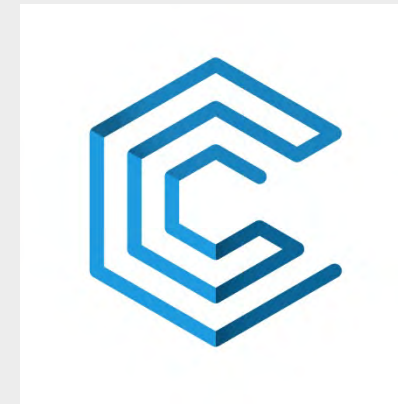
2003	2007
2004	2008
2005	2009
2006	2010
2011	

Additionally, the Council for Adult and Experiential Learning (CAEL) awarded Sister Joel Read with the **1992 Morris T. Keeton Adult and Experiential Learning Award**. The award honored the contributions of Sister Joel and Alverno's Internship, Weekend College and Career Development Programs to the field of adult and experiential learning.

In 2013, the Internship Program received a grant from the **Great Lakes Higher Education Program**. The grant was active until 2015, and awarded the Internship Program with \$300,000 dollars to support students who were doing unpaid internships. In total, 171 student interns received assistance.

The internship directors were not the only ones helping Alverno interns through these sudden changes. The Commons, a non profit organization that works with colleges around Milwaukee, graciously helped by providing some interns with experience that wasn't available to them anymore due to the pandemic. Managers of companies decided to reach out to students by participating in virtual career fairs held by the Career Studio. Mentors became more flexible with their interns, allowing whatever changes that needed to be made, happen. More internship opportunities for students opened up on campus.

The COVID-19 pandemic allowed the members of the Career Studio to make better use of the technology that we have. To this day, virtual meetings with career coaches and the internship directors take place.



Logo for "The Commons"
Organization



Alex Hernandez, psychology major and "PEARLS for Teen Girls" intern, wears a mask while at the internship site.

2020 - 2021 Recent Internships:

Milwaukee County Historical Society
Tri City National Bank
ArtWorks for Milwaukee
Habitat for Humanity
Rogers Memorial Hospital
Wisconsin Women's Business Initiative Corp.
Safe & Sound
PEARLS for Teen Girls
Counseling Center of Milwaukee – Pathfinders
Walker's Point Youth & Family Center
Greenfield Fire Department
Children's Hospital of Wisconsin
Robert W. Baird
Kahler Slater
Milwaukee Women's Center
Autism Treatment for Children
Masterson Foods
Sherwin Williams
Guest House
Medical College of Wisconsin – SPARCC
MPS – Therapeutic Recreation Program
Milwaukee Metropolitan Sewerage District
The Commons
Milwaukee Health Department
Catholic Relief Services
Brighton Hospice
Make-A-Wish Foundation
VITA- la Casa de Esperanza
Sixteenth Street Community Health Center

Looking back... and to the future.

Since the Internship Program's beginnings in the fall of 1971, businesses, academic institutions, non-profit organizations and enterprises have played an integral part in the success that was gained. Alverno interns have been placed in more than **2000** companies and organizations locally, nationally and internationally. More than **4000** Alverno interns have been placed in work settings ranging from medical research labs to business offices; government offices to museums; youth centers to professional sports teams. The number of internships completed is even greater due to some students completing multiple internships.

The success and growth of Alverno's Internship Program has been constant, even through multiple changes due to the COVID-19 pandemic. The program has been dissected, analyzed, evaluated and replicated by educators and businesses from around the globe. The model has provided successful career foundations for thousands of Alverno graduates. Participating businesses and mentors continue to gain valuable insight into their business processes.

Alverno's program is truly a *"Model for Student Internship"*.

Social Media

Today, multiple online resources about the internship program and career studio are widely available! Scan this QR code to visit any one of the social media links!



**Alverno College Archives is responsible for
the content of this presentation.**

**Inquiries about the materials used can be directed to
the Alverno College Archives at
414-382-6202 or
<http://www.alverno.edu/archives/>**



**Interested in Alverno's Internship Program? Call the
Career Studio at
414-382-6010 or visit their website
<https://www.alverno.edu/Career>**





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Additionally, the following Alverno College Archives Collections were used to create this document:

- Alverno College Archives, Internship (Formerly OCEL: Off-Campus Experiential Learning), Series A21.
- Alverno College Archives, Photofile, Series Pf.
- Alverno College Archives, Publications, Series P-5, Alverno Today.
- Alverno College Archives, Publications, Series P-7, Alverno Campus News.
- Alverno College Archives, Publications, Series P-18, Alverno Magazine.

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