Project Name:	International Internship Program
MIU Round:	Round 1
Sponsor(s):	Division of International Studies Office of Corporate Relations
Coordinator(s):	Marianne Bird Bear, Tura Patterson, Maj Fischer
Partner(s):	Engineering, Business, Letters and Science, CALS
Report Date:	Year 1, August 2010; Year 2, July 2011; Year 3, July 2012; Year 4, June 2013

Project Specific Goal and Measures

Project Impact Measure(s)	Increase the number of students participating in international internships, available internship sites, and available internship funding by: • increasing the number of students participating in international internships by 25% annually. • increasing the number of organizations/sites offering international internships by 25%. Focus on sites that offer the possibility of applied learning and/or research experiences for students. • increasing student post-graduation employment at sites hosting international interns. The operational definition of a UW-Madison site is one that is only open to UW-Madison students and is cultivated through IIP. It does not include internships offered by other providers. • Strengthening relationships with global organizations and founding stakeholder companies at UW-Madison organized sites. Metrics include a) organizations offering a "repeating" internship and b) the number of partners promoting UW relationship (e.g. allow quote about program in promotional materials). • increasing recognition of UW-Madison as a leader in global human capital development. Operational definition of recognition is 1) public recognition measured by number of media stories about IIP internship program or IIP interns, 2) peer recognition measured by presentations of IIP activities at conferences, and 3) corporate/organizational recognition measured by the number of hits on the website under the "organization looking to partner" section. • Raising (by year five), at least $103,000 annually for program support (including student fees and private gifts from fund 136 and UWF) and return a portion of funds to students in the form of financial aid.
Project Impact Data Source(s)	• Internship participation and partners: IAP and IIP program data (Maj Fischer). • Post-graduation employment: Employer feedback data from program. • Relationships with partners and recognition of UW: Program data from IAP Communication Director • Fundraising: UW Foundation data provided by program

Baseline Measure(s)	• Participation: Summer 2009 (8 UW-Madison organized internships) and AY 2009 (28 provider-based academic internships) • Relationships: 1 repeating site and 0 public promotions. • Recognition: 3 media stories, 0 peer recognition, 0 corporate recognition • Fundraising: $15,000

General MIU Goals and Measures (applicable to project)

D	Increased student learning and teaching excellence	Research (Kuh, 2008) has shown that internships and study abroad are two "high impact" educational activities. International internships are the intersection of these two practices and lead to global competence as well as other skills and knowledge that are part of the Essential Learning Outcomes for UW-Madison undergraduates. These skills include the ability to work effectively in a variety of cultures, to communicate effectively across cultural and linguistic boundaries, creativity, flexibility, agility, and resilience. By increasing the number of students partaking in international internship opportunities, an increasing number of students will be achieving the ELOs. An evaluation is being developed to measure the ELOs for future interns.
G	Attention to diversity in new hires	Standard EEO language encouraged diversity in applicants. In the interview and hiring process, weight was given to diversity issues (candidates who stressed the importance of inclusivity and diversity were ranked higher). The original Associate Director position was offered to a candidate who had worked as the Director of Diversity in the School of Nursing. The 2010-11 student intern position was offered to a student who served as the Diversity Chair with the Associated Students of Madison (ASM).

Progress Reports

Year 1, 2009-10	Year 1 focused on hiring, partnership development and organizational issues. A Managing Director, Assistant Director, Summer Intern, and Academic Year Intern were all hired. Some students were already placed in internships in summer 2010 and others are in development for summer 2011. Two advisory committees were formed and met monthly. Project is working on establishing partner relationships with career services offices, Area Studies centers, Registrar's Office, University Communications, and the Morgridge Center.

Year 2, 2010-11	• More than doubled the baseline number of students participating in international internships (17 IIP facilitated internships, 11 DC internships, 103 IAP internships). • Doubled the number of partner sites offering international internships from 4 to 8. • Started monitoring and reporting on number of internship students employed after graduation at former international internship site. 2 students. • Strengthened relationships with global organizations as measured by number of repeating sites (2), and number of partners promoting UW relationship in promotional materials (6). • Increased recognition of UW-Madison as a leader in global human capital development as measured by public recognition/media stories (18), peer recognition (12 activities/presentations and meetings or conferences), and corporate recognition (360 website hits on the "organizations looking to partner" section). • Increased funding to support interns by more than 300%.
Year 3, 2011-12	• Almost tripled (271% increase) the baseline number of students participating in international internships (63 IIP facilitated internships, 12 DC internships, 147 IAP internships). • Increased the number of partner sites offering international internships from 4 to 19. • Continued strengthening relationships with global organizations as measured by number of repeating sites (6), and number of partners promoting UW relationship in promotional materials (12). • Increased recognition of UW-Madison as a leader in global human capital development as measured by public recognition/media stories (23), peer recognition (15 activities/presentations and meetings or conferences), and corporate recognition (1198 website hits on the "organizations looking to partner" section). • Increased travel support for students. All students who participated in the World Internship Program received a minimum of $750 to support their travel expenses. An additional 12 students received funding for other internship experiences.
Year 4, 2012-13	• Increased the number of students participating in international internships to 85 (59 in summer 2012, 10 in fall 2012, and 13 in spring 2013). • Increased the number of partner sites offering international internships from 4 in the baseline year to 33 in 2012-13. • Continued strengthening relationships with global organizations as measured by number of repeating sites (16), and number of partners promoting UW relationship in promotional materials (21). • Increased recognition of UW-Madison as a leader in global human capital development as measured by public recognition/media stories (26), peer recognition (26 activities/presentations and meetings or conferences), and corporate recognition (1081 website hits on the "organizations looking to partner" section).

Year 4, continued	• Continued travel support for students. All students who participated in the World Internship Program received a minimum of $750 to support their travel expenses. Additional funding reduced the administrative costs of a group internship program, reducing students' program fees.