



LAKELAND
UNIVERSITY

LAKELAND UNIVERSITY
CAREER PLACEMENTS & EXPERIENCES REPORT

Terms: Summer 2019, Fall 2019 & Spring 2020

Written By: Lambrecht, J. and Hellmer, M. – March 2021

INTRODUCTION

The Cooperative Education & Career Readiness team has compiled several sources of data to showcase the variety of experiences and placements of Lakeland University students. We recognize the growing importance of outcomes assessment efforts to improve the Lakeland University experience and ensure institutional and academic program accreditation standards.

The report will begin with the first destination survey results and then lead into internship/co-op experiences. The data collected is for graduates from July 1, 2019 through June 30, 2020, which are in alignment the National Association of Colleges and Employers (NACE) reports. Lakeland University is an active member of NACE and follows the recommended protocols of data collection. NACE is focused on employment of college graduates and has a developed standard so comparisons across institutions can be made.

FIRST DESTINATION SURVEY

Methodology & Data Collection

The First Destination Survey is distributed to graduates. Data is collected starting six weeks prior to graduation and up to six months post-graduation. It is collected through an electronic survey tool, direct outreach, paper copies with diplomas, knowledge from faculty/staff, and online social media sites like LinkedIn and Facebook. Information is obtained directly from the graduate or through a credible source; good faith efforts are made to ensure accuracy.

Standards & Protocols

Outlined are the standards and protocols of NACE concerning the collection and dissemination of graduating student career outcomes.

1. Defining the Graduating Class: Graduating classes includes students who completed degrees between July 1 to June 30 each year, a time period consistent with the National Center for Education Statistics Integrated Postsecondary Education System (IPEDS) program. The graduating class includes all students completing their associate or baccalaureate degree, both full-time and part-time, and including those with permanent work authorization and those without permanent work authorization.
2. Targeted Knowledge Rates: The term defines the percent of graduates for which the institution has reasonable and verifiable information concerning the graduates' postgraduation career activities. Institutions should strive for a minimum knowledge rate of 65%. The knowledge rate refers to basic information about the career outcomes of graduates (e.g., employed or continuing education). It is understood that in some instances certain information relative to the details of that status (e.g., salary for those employed) may not always be provided or may otherwise be difficult to obtain.

Highlights

Total Responses/Total Graduated

- 115 Responses / 143 Traditional Students = 80.4% Response Rate
- 158 Responses / 360 Kellett Students = 43.9% Response Rate
- 273 Responses / 503 TOTAL Undergraduate = 54.3% Overall Response Rate

Reporting Source:

- Self-Reported Information: 144 = 52.7% Response Rate
- Knowledge Reported information: 129 = 47.3% Response Rate

It should be noted that Lakeland University has historically only surveyed traditional student graduates. The first time we began to survey Kellett graduates was in 2017. The number of responses was minimal from Kellett graduates and was not previously included in the annual report out to NACE. Based on updated information, and moving forward, ALL undergraduate students must be reported on. The Career Readiness Team had a more significant and comprehensive approach to data collection for 2019-2020, resulting in a stronger response rate.

While we do survey the Kellett students, it should be noted that those graduates are typically working adults, attending school on a part-time basis. A degree often leads to a promotion or possible career change. Having a smaller response rate is largely due to the nature of the students.

Students within our graduate programs (MBA and MSLOD) are surveyed as well. NACE does not require a report out on these findings. We had less than 10 responses of the 156 graduates. Efforts can be made to increase the response rate and information finding of these graduates to improve upon our alumni data.

Master's in Counseling graduates are surveyed independently, as more detailed information per the Department of Public Instruction requirements mandate. The Director of the program works collaboratively with the Career Readiness team to collect in a similar manner. Information shared out about these graduates should be addressed to the Program Director.

DISCLAIMER

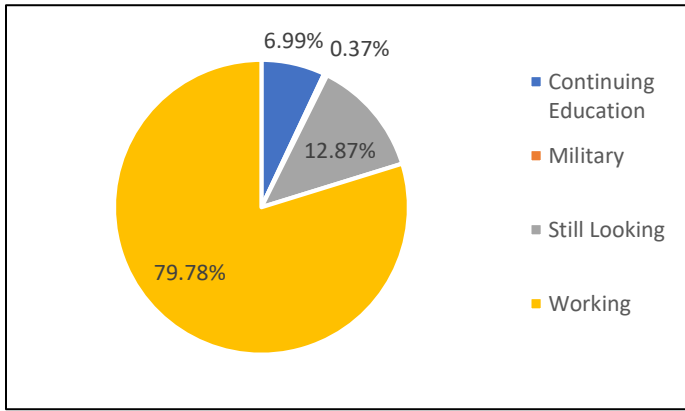
All data that is referenced is verified to the best of our knowledge and taken from multiple sources.

NUMBER OF GRADUATES by PRIMARY DEGREE PROGRAM

*Of the 503 individual students who graduated, 29 students had a double majors (5.8%). Below is a listing by their primary major only.

PRIMARY Degree Program	Kellett Grads	Traditional Grads	Total Graduates	Kellett Responses	Traditional Responses
Accounting	89	8	97	42	8
Biochemistry		3	3		1
Biology		4	4		2
Business Administration	147	40	187	66	28
Business Management	9		9	5	
Communication	6	5	11	3	4
Computer Science	40	11	51	16	6
Creative Writing		1	1		1
Criminal Justice	7	8	15	3	6
Early Childhood-Adolescence Education (K-12)		1	1		1
Early Childhood-Middle Childhood Education (PK-6)		1	1		1
English		1	1		1
Exercise Science		3	3		3
Food Safety & Quality		2	2		2
Graphic Design		2	2		1
Healthcare Management	2		2	1	
History		2	2		2
Hospitality Management		6	6		5
Liberal Arts and Sciences		1	1		
Management Information Systems	9	2	11	1	1
Marketing	19	9	28	5	9
Mathematics	1	2	3		2
Middle Childhood-Early Adolescence Education (1-8)		2	2		1
Music		2	2		2
Organizational Management	1		1		
Psychology	20	12	32	11	12
Religion		3	3		3
Specialized Administration	6		6	2	
Sport Management and Leadership	2	13	15		11
Studio Art		1	1		1
Grand Total	360	143	503	157	115

OUTCOME of ALL RESPONSES



Response	Percentage
Continuing Education	6.99%
Military	0.37%
Still Looking	12.87%
Working	79.78%
Grand Total	100.00%

	Kellett	Traditional
Continuing Education	3.18%	13.04%
Military	0.64%	0.00%
Still Looking	5.10%	23.48%
Working	91.08%	63.48%

LOCATION of WORKING GRADUATES (Of Those Reported)

State	Kellett	Trad	Total
Arkansas	1		1
California		1	1
Florida	1		1
Illinois		6	6
Indiana		1	1
Michigan	1	6	7
Texas		1	1
Washington, D.C.	1		1
Wisconsin	86	55	141
International		3	3
Total	90	73	163

NOTES for CONSIDERATION:

- Students graduating between March 2020 and May 2020 experienced significant adjustments in the national economy related to the COVID pandemic. This caused employers to significantly reduce their hiring needs and/or lay-off employees.
- Students who self-report are asked if they would have interest in Career Readiness support services. The Lakeland University team does do outreach to those who request it and provide support to alumni as needed.

GRADUATES by PRIMARY MAJOR, EMPLOYER, JOB TITLE

LU Degree	Employer	Job Title
ACC	Associated Bank	Investment Performance and Analysis Specialist
ACC	Bank First	Financial Accounting Analyst
ACC	Belmark Inc.	Payroll Coordinator
ACC	Brown County	Staff Accountant
ACC	Cash Depot LTD	Payroll Manager
ACC	Choice Title	Examiner
ACC	CliftonLarsonAllen LLP	Accounting Associate
ACC	CliftonLarsonAllen LLP	Tax Accountant
ACC	CliftonLarsonAllen LLP	Associate
ACC	CliftonLarsonAllen LLP	Associate
ACC	Cooperative Resources International	
ACC	Curt G. Joa, Inc.	Staff Accountant
ACC	Data Flow Corp	Accountant
ACC	Department of Revenue- Wisconsin Lottery	Revenue Auditor
ACC	Fincantieri Marinette Marine	Senior Accountant
ACC	Fiserv	Financial Analyst
ACC	Foth & Van Dyke and Associates Inc.	Accountant
ACC	Fox Valley Technical College	Financial Aid Specialist
ACC	H&R Block	Tax Analyst
ACC	Huberty	Tax Associate
ACC	Hufcor, Inc.	Remote A/R Collection Specialist
ACC	Kerber Rose Associates S.C.	Staff Accountant
ACC	KerberRose SC	Accountant
ACC	Kleen Test Products Corporation	Financial Analyst
ACC	Kohler Company	Accounting Process Technician
ACC	Kohler Credit Union	Bank Teller
ACC	Konkel Accounting	Accountant
ACC	Life Style Staffing	
ACC	Madison National Life Insurance	
ACC	Mansfield Energy Corp	P&L Analyst
ACC	Marshfield Clinic	Accounts Payable
ACC	Mathe CPA LLC	Staff Accountant/Office Manager
ACC	Menards (11390)	Manager trainee
ACC	NEWH	Finance Director/Office Manager
ACC	Oconto County, Wisconsin	Accountant
ACC	OLS Hotels & Resorts	Director of Finance
ACC	Schreiber Foods	
ACC	Schreiber Foods	Intern
ACC	Self Employed	Self Employed
ACC	State of Wisconsin	Project Manager
ACC	VSI LLC	Accounting Assistant
ACC	Waterbury Inn	Executive Housekeeping Manager

ACC	Wegner CPA	Staff Accountant
ACC	WEL COMPANIES INC	Billing Clerk
ACC	WS Packaging	
ACC	Zimbrick	
ART	Sun Graphics	Senior Graphic Designer
BIO	MilliporeSigma	
BIO	Northwestern Mutual Investment Services	Life Insurance Agent
BMT	Gulfstream Aerospace	Laborer
BMT	KI (Krueger International)	Lead Process Manager
BMT	Prevea Health	Cardiology Supervisor
BMT	U.S. Bank	Administrative Assistant
BMT	United Healthcare	Inside Sales Supervisor
BUS	Activ8 Recruitment & Solutions	
BUS	Advocate Aurora Health Care	Patient Account Entry Rep
BUS	Advocate Aurora Health Care	
BUS	Advocate Aurora Health Care	Patient Services Representative
BUS	ALDI Inc.	
BUS	Aspirus Inc	Lab Technician
BUS	Aspirus, Inc.	Executive Assistant
BUS	Associated Bank	SVP/Treasury Management Officer
BUS	Bemis Manufacturing Company	Machine Operator
BUS	BMO Harris	Service Representative
BUS	Camp Anokijig	Business Assistant
BUS	Capitol Insurance Company	
BUS	Capstone Logistics LLC	Warehouse Supervisor
BUS	Cellcom	Business Sales Consultant
BUS	City of Sheboygan	Administrative Coordinator
BUS	Clark Company	Director
BUS	Cleveland State Bank	Loan Assistant
BUS	Community First Credit Union	Human Resources Generalist
BUS	Domtar	Electrical Supervisor
BUS	Door County Memorial Hospital	
BUS	Edward Jones	Financial Advisor
BUS	Fabio Perini North America	Warehouse Specialist
BUS	Festival Foods	Senior Office Assistant
BUS	FINCANTIERI Marine Group	
BUS	Florence County	
BUS	Fourteen Foods - Dairy Queen	Restaurant General Manager
BUS	Gandrud Motor Co.	
BUS	Georgia Pacific	Boiler & Refrigeration Machinist
BUS	Georgia-Pacific	
BUS	GRACE	Director of Human Resources
BUS	Green Bay Packaging, Inc.	General Manager
BUS	Hansen TV	Customer Service Representative

BUS	Hilltop RV	Assistant
BUS	Hot Rocks	Restaurant Manager
BUS	HSHS Easter WI Division	Executive Assistant to the President and CEO
BUS	iBeAuthentic LLC	Digital Communications Coordinator
BUS	Infogroup	Client Service Analyst
BUS	John Michael Kohler Arts Center	Human Resources Generalist
BUS	Johnsonville Sausage, LLC	Pack Member
BUS	Keyser	Quality Control Manager
BUS	Kimberly-Clark	Senior Capital Accounting Analyst
BUS	Kohler Company	Sales Coordinator
BUS	Kohler Company	Project Analyst-Quality Systems, KP
BUS	Kohler Company	Credit analyst
BUS	Kohler Company	Senior Project Analyst
BUS	Kohler Company	Admin. Assistant to the Group President- Kitchen & Bath
BUS	Kwik Trip	Retail
BUS	Master Gallery Foods	Data Synchronization/Export
BUS	McDonalds	Worker
BUS	Menards	
BUS	Nantics Health Solutions	Sr. Director Customer Care
BUS	Nelson Jameson	Product Administrator
BUS	Nolan Transportation Group	Carrier Sales Representative
BUS	North Central Healthcare	Respiratory Therapist
BUS	NSK Corporation	Information Specialist
BUS	Oshkosh Defense	
BUS	Pools n spas n stuff	Crew Member
BUS	Rockline	Process Engineering Manager
BUS	Rockwell Motor Control Centers	Product Manager
BUS	Roundy's Supermarkets Inc.	Area Supervisor
BUS	Roy's Market	Meat Manager
BUS	Salem United Church of Christ	Office Manager
BUS	Sargento Foods Inc.	Engineering Designer
BUS	Sheboygan Interior Glass & Glazing LLC	Front Office Assistant
BUS	Spotted Staffing	Inside Sales Rep
BUS	Spude's Mill Equipment	Human Resources Manager
BUS	SRC America	HR and Accounting Manager
BUS	SSM International Finance INC.	Senior Accounting Specialist
BUS	St. Mary's Hospital	Scheduling Coordinator
BUS	Stevens Point Area Schools	Secretary
BUS	Systems Control	
BUS	Systems Control	Wiring technician
BUS	The Westin Hotel Tokyo	Service Express
BUS	Thrivent Financial	Sr Business Systems Enterprise Customer
BUS	Total Medical Personnel Staffing	Medical screener
BUS	TTM Technologies	HR Business Partner

BUS	U.S. Department of Education	Management and Program Analyst
BUS	U.S. Department of Veterans Affairs	Program manager
BUS	United Healthcare	
BUS	UW-Madison	Purchasing agent
BUS	Veolia Water North America	Network Administrator
BUS	Werner Electric Supply Company	Business Development Leader, Services
COM	The Oxbow Hotel	Marketing & Events Director
COM	The Toro Company	Picker/packer
COM	University of Wisconsin - Madison	Human Resources Generalist
CPS	Ameriprise Financial	Senior Network Engineer
CPS	Citizens Community Federal	Information Technology Technician 2
CPS	Constellation	DevOps Engineer
CPS	Cooperative Resources International	
CPS	Dematic	Software Engineer
CPS	Emelar Consulting Group	Associate Consultant
CPS	Heartland Business Systems	Sr. Solutions Consultant
CPS	Intelligent Wave INC	Software Engineer
CPS	KI (Krueger International)	Software Developer and Custom Options Engineer
CPS	Kimberly-Clark	Post Market
CPS	Kohler	
CPS	Outagamie County, Wisconsin	Programmer
CPS	Private Key Infrastructure	Sr. Security Engineer
CPS	Transcendent, LLC	Network Engineer
CPS	West Bend/End User Computers	Infrastructure Engineer
CPS	Winnebago County	Computer Systems Analyst
CPS		Information Security Manager
CRJ	Chippewa Valley Technical College	Public Safety Coordinator
CRJ	City of Wisconsin Rapids	Police Detective
CRJ	Kelly Services	Substitute Teacher
CRJ	State of Wisconsin Dept. of Corrections	Probation and Parole Agent
CRJ	Sturtevant Police Department	Police Officer
CRJ	The Osthoff Resort	Bell Attendant/Customer Relations
CRW	Bemis Manufacturing Company	Operator
EDU	Mishicot High School	
EDU	Rice Lake Area School District	8th grade teacher
EDU	Sheboygan Area School District	Substitute Teacher
FSQ	Masterson Foods	Finished Goods Analyst
FSQ	Sartori	Manufacturing Quality Lead Technician
HCM	ThedaCare	Laboratory Technical Account Representative
HIS	Gannett	Obituary Notice Representative
HIS	Holy Family Child Care Center	Lead Teacher
HSM	Erin Hills Golf Course	Assistant Events Manager
HSM	Kohler Company	Front Desk Agent
HSM	Kohler Company	Housekeeping Coordinator

HSM	The Osthoff Resort	Watersports Assistant Manager
MAT	Sheboygan Area Credit Union	
MIS	City of Madison	Application Developer
MIS	Costco	
MIS	Fresh Meals on Wheels of Sheboygan	Graphic Designer & Web Developer
MIS	Hatco Corporation	IT Manager - Infrastructure
MKT	Acuity Insurance	Claims Adjuster
MKT	Adams Columbia Electric Corp	Office Service Rep
MKT	American Family Insurance - Enterprise	Marketing Intern
MKT	Americollect	Collector Coach
MKT	Ameriprise Financial	
MKT	Hampbel Corp	Digital Marketing Coordinator
MKT	KnockOut Graphics	Owner and Founder
MKT	Kohl's Corporation	Retail sales associate
MKT	LaForce Inc.	
MKT	Self Employed	Content Creator
MKT	United Shore	
MKT	United States Postal Service	Clerk
PSY	3Rs construction	Laborer
PSY	American Family Insurance - Enterprise	
PSY	Anu Family Services, Inc.	Parent Coach
PSY	Atria Senior Living	Caregiver
PSY	Brown County	Economics Specialist
PSY	Compass Counseling	Insurance Billing
PSY	Connections Counseling	Administrative Assistant
PSY	Creekside Place, Inc.	Senior Services and Facility Coordinator
PSY	Easy Street and Borinken Cakes	Sales Associate
PSY	FedEx Ground	Package handler
PSY	Howards Grove School District	Special Education Paraprofessional
PSY	Humana	Launch My Group Tech Team
PSY	Imprint Pediatric Therapy	ABA Therapist/ Behavior Therapist
PSY	Medical College of WI - Medical School	Program Coordinator
PSY	National Exchange Bank & Trust	Retail Loan Processor
PSY	Parexel International	Clinical Research Associate
PSY	Phoenix Behavioral Health Services LLC	Lead Behavioral Technician
PSY	Rogers Behavioral Health	Residential Care Specialist
PSY	Timberline Knolls	Behavioral Health Associate
REL	CVS Health	Shift Supervisor
REL	Kwik Trip, Inc.	Associate
SML	Acuity Insurance	Commercial Lines Underwriter
SML	Erickson Home Medical	Inventory Specialist
SML	Erin Hills Golf Course	Golf Operations Intern
SML	Kohler Company	
SML	YouTube Creator	

SPA	Stevens Point Area Public School District	Student Records Specialist
SPA	UW Hospital	Respiratory Therapy Supervisor

CONTINUING EDUCATION

Graduate Degree Schools and Programs

LU Degree	Graduate School	Degree	Program
COM	Concordia University - Chicago		
REL	Eden Theological Seminary		
ACC	Lakeland University	Masters	Business Administration
ACC	Lakeland University	Masters	Business Administration
SML	Lakeland University	Masters	Business Administration
PSY	Lakeland University	Masters	Counseling
PSY	Lakeland University	Masters	Counseling
PSY	Lakeland University	Masters	Counseling
ACC	Lakeland University	Masters	Organizational Leadership & Management
BUS	Lakeland University	Masters	Organizational Leadership & Management
MAT	Lakeland University	Masters	
MKT	Lakeland University	Masters	
MKT	Lakeland University	Masters	
CPS	Lewis University	Masters	Computer Science
PSY	Medical College of Wisconsin - Medical School		
BUS	Thrust Flight		
ACC	University of Wisconsin - Milwaukee	Masters	Business Administration
PSY	University of Wisconsin - Milwaukee	Masters	Social Welfare (MSW-PHD)
ESS	University of Wisconsin - Stevens Point	Masters	Athletic Training
SML	William Penn University	Masters	Sport Management

CO-OPS & INTERNSHIPS

Work-based learning opportunities are a critical component of most Lakeland University student’s experience. It can encompass co-ops, internships, and research. With the development of a cooperative education curriculum at Lakeland University, we have seen a dramatic increase in the number of reported experiences and a stronger variety of employers.

For reference, the term “internship” is defined as: ...a form of experiential learning that integrates knowledge and theory learned in the classroom with practical application and skills development in a professional setting.

[Reference](#) This differs from Cooperative Education which is intended to “complement the student’s education through hands-on application in their field of study. It is a long-term plan that can start as early as their freshman year and can last the duration of the student’s academic career.” [Reference](#)

Reported Undergraduate Co-Op & Internship Experiences:

- Summer 2019: 56
- Fall 2019: 79
- Spring 2020: 129
- TOTAL: 264

This includes traditional and Kellett students.

Employer	Position Title
CliftonLarsonAllen LLP	Accounting Intern
Compeer Financial	Accounting/Tax Intern
Fromm Accounting LLC	Tax Intern
Hawkins Ash CPAs	Tax Intern - Manitowoc, WI
Huberty CPA	Tax Intern
Kohler Company	Accounting Intern
Kohler Company	Finance/Accounting Intern
Kohler Company	Accounting Intern
Plymouth Foam	Finance Intern
Shiodome Partners Group	Accounting stuff
VSI, LLC	Accounting Assistant
VSI, LLC	Accounting Assistant
CliftonLarsonAllen LLP	Tax/Audit Intern
Huberty CPA	Intern
Masters Gallery Foods	Accounting Intern
Acuity Insurance	Intern
Acuity Insurance	Services Intern
Blue Harbor Resort	Human Resources Intern
Van Horn Automotive	Car Salesperson
Veritas Financial	Build Your Business in Financial Srv
Acuity Insurance	Claims Representative
Acuity Insurance	Claims Representative
Adventure.inc	Intern
American Transmission Co.	Human Resources Intern

Ansay & Associates, LLC.	Sales Intern
Ansay & Associates, LLC.	Intern
Ansay & Associates, LLC.	Business Development
AriensCo	Talent Management Intern
Bank First	Retail Loan Processor
Blue Harbor Resort	Human Resources Intern
Blue Harbor Resort	Reservation Agent
Bristol Oaks Country Club	Event Planner
Camp Anokijig	Business Assistant
Camp Anokijig	Business Assistant
City of Plymouth/Utilities	Accounting Intern
CliftonLarsonAllen LLP	Tax/Audit Intern
Commons	Intern
Culvers - Sheboygan	Manager
Destination Kohler	Housekeeping
Dunhams	Dunhams Assistant
Dunkin' Donuts	Human Resource Intern
Dutchland Plastics	Human Resources Generalist
Eat Street	Marketing Intern
Enterprise Holdings	Management Trainee
Express Employment Professionals	Employment Specialist
Great Lakes Coca-Cola Bottling	Merchandiser Intern
Great Marriages for Sheboygan	Intern
Hess & Associates	Intern
Imperial Toy	Intern
Keyser Industries	Sales Intern
Kohler Company	Marketing Intern
Kohler Company-Riverbend	Membership Sales
Kwik Trip, Inc.	Shift Leader
Lakeland University	Intern
Lakeland University	Intern
Lakeland University	Intern
Lakeland University	Campus Recreation Intern
Lakeland University	Intern
Lakeland University	Social Media Intern
Lakeland University	Social Media Intern
Lakeland University	Graphic Design Intern
Iowell Senior High School	Coaching/Fundraising
Meijer	Intern
Middle Man Marketing	Marketing
Northwestern Mutual	Financial Representative
Northwestern Mutual	Financial Representative intern
Premier Auto Sales	Sales Associate
Rebate Bus	Commercial and Data Intern

Rebate Bus	Data Analyst Intern
Spotted Recruit	Translator
The Osthoff Resort	Gift Shoppe Attendant
The Osthoff Resort	Front Desk Agent
The Osthoff Resort	Front Desk
Third Coast Advisors	Intern
Trulight Project	Digital Marketing Coordinator
Viking Masek Global Packaging	Sales Intern
Welbilt, Inc.	Product Marketing Intern
Winne	Teacher Assistant
Democratic Party of Wisconsin	Field Organizer
John Michael Kohler Arts Center	Special Events
Lakeland University	Intern
Lakeland University	Page-Layout and Distribution Editor
Alternative Solutions, Inc	Software Developer
Apple	Technical Specialist
Fresh Meals On Wheels Of Sheboygan	Intern
Kohler Company	Continuous Improvement Intern
Lakeland University	Game / Application Development
Masters Gallery Foods	IT Support Intern
Random Lake School District	Information Technology Intern
Schreiber Foods	IS Help Desk Intern
Veolia North America	Server Engineer
Watertight Software	Database Developer Intern
Sheboygan County	Criminal Investigations Intern
Sheboygan Municipal Court	Paralegal Intern
Sheboygan/Kohler Municipal Court	Paralegal Intern
Wisconsin Probation and Parole	Probation and Parole Intern
Aurora	Aurora Health and Wellness Intern
Aurora BayCare Sports Medicine	Strength and Conditioning Specialist
Aurora Health Care	Intern
Aurora Manitowoc	Intern
Aurora Medical Center	Occupational Therapist Intern
Aurora Medical Center	Health and Wellness position
Aurora Sports Health	Intern
Aurora Sports Health	Intern
Better Life Chiropractic and Wellness	Intern
Coulis Cardiology	Intern
Dirker Chiropractic	Chiropractic Assistant
Doctors Hospital of Manteca	Intern
Fit Body Boot Camp	Intern
Lakeland University	Research Intern
Lakeland University	Research Intern
Lakeland University	Research Intern

Lakeland University	Research Intern
Lakeland University	Research Intern
Lakeland University	Research Intern
Lakeland University	Football Recruiting Assistant
Lakeland University	Undergraduate research Intern
Lakeland University	Undergraduate Research Intern
Lakeland University	Tutoring Intern
Lakeland University	Research Intern
Lakeland University	Strength and Conditioning Intern
Lakeland University	Football Manager
Lakeland University	Research Intern
Lakeland University	Research Intern
Lakeland University	Strength and Conditioning Intern
Lakeland University ESS Research Lab	Student Research Intern
Plymouth Community Ed & Rec	Fitness Trainer
Progressive Beginnings	Intern
Senior Activity Center of Sheboygan	Intern
Sheboygan Area School District	Varsity and JV Football Coach
Sheboygan Senior Center	Intern
Torq Fitness and Performance	Strength & Conditioning Coach Assist.
Above & Beyond Children's Museum	Spanish Coop
Above & Beyond Children's Museum	Graphic Designer
Bemis Manufacturing Company	Machine Operator
Boys & Girls Club of Sheboygan	Teen Youth Development Professional - English Programming
Boys & Girls Club of Sheboygan	Youth Development Professional
Burrows Aviation	Customer Service Representative
Country Visions Cooperative	Associate
Fox Hills Resort	Night Security
GPM Investments	Customer Service Rep.
Johnsonville	Packaging Co-Op
Lakeland University	Resident Assistant
Lakeland University	Career Readiness Assistant
Lakeland University	IT Department Assistant
Lakeland University	IT Department Assistant
Lakeland University	Junior Hall Director
Masters Gallery Foods	Training Content Developer
Masters Gallery Foods	--
Millipore Sigma	Co-op Student
Nourish Farms, Inc.	Co-op student
Scribe America	Medical Scribe
Sheridan Elementary School	Teachers Assistant
The Osthoff Resort	Sales Reservations Agent
Masters Gallery	Quality Intern
Masters Gallery	Quality Intern

Pine River Pre-Pack	Food Safety & Quality Leader
Sargento Foods Inc.	Supply Quality
Lakeside Foods, Inc.	Quality Assurance Intern
Above & Beyond Children's Museum	Customer Service Specialist
Weill Center for the Performing Arts	Graphic Designer
Weill Center for the Performing Arts	Graphic Designer
Lakeland University	Graphic Designer
Lakeland University	Graphic Designer
Lakeland University	Graphic Design Intern
Lakeland University	Digital Marketing Intern
Lakeland University	Mac Lab Graphic Design Intern
Lakeland University	Mac Lab Graphic Design Intern
Lakeland University	Intern
St. John the Baptist Catholic Church	Marketing and Design Intern
Luxembourg American Cultural Scty	Stone Houses History Mapping Intern
Lakeland University	Internship
Lakeland University	Indexing the Allen Wangemann Papers
Luxembourg American Cultural Society	Stone Houses History Mapping Project Intern
Sheboygan Cty Historical Research Center	Database Entry
Sheboygan Cty Historical Research Center	Intern
Inn on Woodlake	Housekeeper
Kohler Company	Turndown Service
Kohler Company	Housekeeping
The American Club	Turndown Attendant
The Rochester Inn	Assistant Inn Keeper
The Shore Club	Housekeeper
Blue Harbor Resort	Food & Beverage
Fox & Hounds	Server
Riverbend	Server
Rosati's Pizza	Server/Hostess
The Osthoff Resort	Lounge Bartender/Server and Banquet Bartender
Three Guys and a Grill	Food and Beverage Management
Lakeland University	Convention Planning
Lakeland University	Convention Planning
Lakeland University	Convention Planning
Lakeland University	Convention Planning
The Osthoff Resort	Laundry Attendant
CaddieMaster - Whistling Straits, LLC	Caddie
Erin Hills Golf Course	Assistant Food and Beverage Manager
Erin Hills Golf Course	Assistant Food and Beverage Manager
Blue Harbor Resort	Supervisor
Blue Harbor Resort	Wedding Intern
John Michael Kohler Arts Center	Intern

Kohler Company	Interim Reservation Manager
The Osthoff Resort	Food and Beverage Intern Supervisor
The Osthoff Resort	Aspira Spa Front Desk Associate
The Osthoff Resort	Lounge Bartender/Server & Banquet
The Westin Hotel Tokyo	Service Express
The Westin Tokyo	Hospitality Internship
Lakeland University	Intern
CliftonLarsonAllen LLP	Tax Intern
John Michael Kohler Arts Center	Marketing Intern
Kohler Company	Accounting/Finance Intern
RCS Empowers, Inc.	Art Therapist Intern
Sheboygan Recreation Department	Rec League Assistant
Above & Beyond Children's Museum	Program Administration Assistant
Lakeland University	Psychology Research
Safe Harbor	Intern
Sheboygan County Halfway House	Caretaker
Grace Congregational UCC	Youth Leader
Sharon S. Richardson Cmty Hospice	Volunteer Hospice
Camp Evergreen Corporation	Camp Counselor
Fox Cities Elite Volleyball Club	15U Head Coach
Green Bay Packers	Game Day Guest Services
Howards Grove High School	Coach
Lakeland University	Lakeland Women's Basketball intern
Lakeland University	Strength and Conditioning Intern
Lakeland University	Women's Golf Intern
Lakeland University	Coaching
Lakeland University	Sports Information Assistant
Lakeland University	Women's Basketball Intern
Lakeland University	Intern
Lakeland University	Intern
Lakeland University	Intern
Lakeland University	Intern
Lakeland University	Recruitment Intern
Lakeland University	Intern
Lakeland University	Athletic Administration Intern
Lakeland University	Women's Basketball Intern
Lakeland University	Athletic Director intern
Lakeland University	Intern
Lakeland University	intern
Lakeland University	Athletics Intern
Lakeland University	Athletic Director Intern
Lakeland University	Intern
Lakeland University	Intern
Lakeland University	Intern

Lakeshore Chinooks Baseball	Marketing and Operations Intern
Lowell High School, IN	Baseball Coach Intern
Milwaukee Brewers Baseball Club	Brew Crew Intern
Sheboygan A's Baseball	Sports Management Intern
Sheboygan Recreation Department	Office Intern
Sheboygan South High School	Assistant coach
Team 1848	Trainer/Coach
Wisconsin Timber Rattlers	Retail Co-op
Wisconsin Timber Rattlers	Retail Intern
The Springs Resort & Spa	Intern
Lakeland University	Intern
Lakeland University	Visiting Writer
Lakeland University	Lit Lounge Book Club Manager
Lakeland University	Literary Planner and Manager of Authors Reading Event
Lakeland University	Writing Program Social Media Content Creator
Lakeland University	Writing Program Social Media Content Creator
Lakeland University	Mirror Editor
Seems Literary Magazine	Intern
Seems Literary Magazine	Intern
Seems Literary Magazine	Editor
Seems Literary Magazine	Editor

COOPERATIVE DESIGN/SELF-DESIGN

Students within the Kellett Program at Lakeland University have the available option to pursue cooperative education through specialized coursework. Most students are taking advantage of the opportunity to complete special projects at their employer, versus traditional internships/co-ops.

Term	Registered Cooperative Design Experiences*
Summer 2019	21
Fall 2019	14
Spring 2020	21
TOTAL	56

*These include BUS 496 and BA 795 Course Registrations.

**Partnering Employer list is a sampling of organizations that supported a Cooperative Design program from summer 2019 – Spring 2020.

Cooperative Design – Project Titles**
Channel Marketing - Product Management
Commercial Insurance Filing Process Changes
Comprehensive and Strategic Planning
Convert from paper to software system for data records
Creating new interviewing materials
Creating Training Videos on Commercial Processing
Creation of a next gen application for customer care information
Creation of a Manager Conference
Dealership Acquisition Process
Design and Execute online marketing plan
Develop a Safety Program
Develop a Strategic and Organizational plan for a Church
Evaluating Lean Process
General Manager 90 Day Transition Plan
Insurance RFP/Renewal
Marketing Operations Leadership
Office 5S Implementation
Ordering and Inventory Control Management
Organize and Develop a Purchasing System for Product Lines
Plan a 3-day Environmental, Health, and Safety Conference
Project Management Process Mapping

Partnering Employers**
Acuity
Ansay & Associates
Aurora Healthcare
Bemis
City of Green Bay
City Year- Greater Philadelphia
Fox Valley Technical College
Gilchrist Bag Manufacturing
Great Northern Co
Gulfstream
JJ Keller
Johnsonville
Kimberly Clark
Kohler
Lakeland University
Madison Area Tech College
Mayo Clinic
Menasha Packaging
Miller Electric
Navitus Health Solutions
Oshkosh
RGL Logistics
Rockline
Sports Core
Time Warner Cable
Van Horn

INTERNSHIP & CO-OP PERFORMANCE EVALUTIONS

During each term/experience, students and employers are expected to complete a mid-term and final evaluation. The evaluations are focused on the career readiness of the students and eight core competencies, as defined by NACE. These competencies are:

- Critical Thinking/Problem Solving: Exercise sound reasoning to analyze issues, make decisions, and overcome problems. The individual is able to obtain, interpret, and use knowledge, facts, and data in this process, and may demonstrate originality and inventiveness.
- Oral/Written Communications: Articulate thoughts and ideas clearly and effectively in written and oral forms to persons inside and outside of the organization. The individual has public speaking skills; is able to express ideas to others; and can write/edit memos, letters, and complex technical reports clearly and effectively.
- Teamwork/Collaboration: Build collaborative relationships with colleagues and customers representing diverse cultures, races, ages, genders, religions, lifestyles, and viewpoints. The individual is able to work within a team structure and can negotiate and manage conflict.
- Digital Technology: Leverage existing digital technologies ethically and efficiently to solve problems, complete tasks, and accomplish goals. The individual demonstrates effective adaptability to new and emerging technologies.
- Leadership: Leverage the strengths of others to achieve common goals and use interpersonal skills to coach and develop others. The individual is able to assess and manage his/her emotions and those of others; use empathetic skills to guide and motivate; and organize, prioritize, and delegate work.
- Professionalism/Work Ethic: Demonstrate personal accountability and effective work habits, e.g., punctuality, working productively with others, and time workload management, and understand the impact of non-verbal communication on professional work image. The individual demonstrates integrity and ethical behavior, acts responsibly with the interests of the larger community in mind, and is able to learn from his/her mistakes.
- Career Management: Identify and articulate one's skills, strengths, knowledge, and experiences relevant to the position desired and career goals and identify areas necessary for professional growth. The individual is able to navigate and explore job options, understands and can take the steps necessary to pursue opportunities, and understands how to self-advocate for opportunities in the workplace.
- Global/Intercultural Fluency: Value, respect, and learn from diverse cultures, races, ages, genders, sexual orientations, and religions. The individual demonstrates, openness, inclusiveness, sensitivity, and the ability to interact respectfully with all people and understand individuals' differences.

The evaluations are critical for the support of student's personal and professional development. The feedback is provided during faculty-student meetings. The comprehensive data is also noted for career readiness programming efforts.

NACE evaluates the eight competencies on a 5-pt scale. Lakeland University evaluates students on a 10-pt scale.
 Data Source: NACE Job Outlook Survey 2020

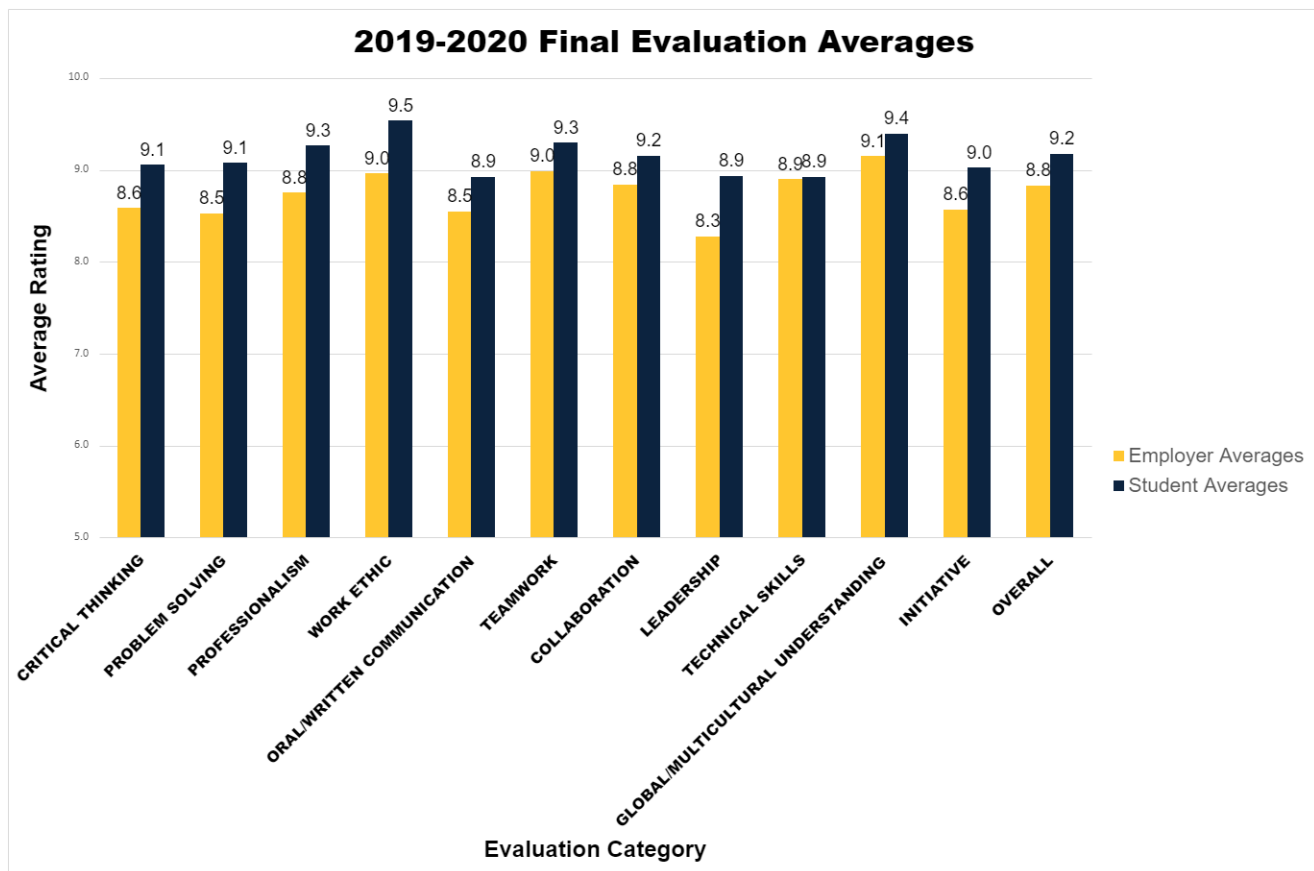
The following chart is to reference how employers viewed students across the United States and needed to compare the success and challenges of LU students.

FIGURE 22: Employers Rate Recent Graduates' Proficiency in the Eight Career Readiness Competencies

COMPETENCIES	WEIGHTED AVERAGE RATING*
Teamwork/Collaboration	4.01
Information Technology Application	3.79
Critical Thinking/Problem Solving	3.66
Professionalism/Work Ethic	3.48
Oral/Written Communications	3.47
Leadership	3.27
Global/Multi-cultural Fluency	3.02
Career Management	2.93

*5-point scale, where 1=Not at all proficient, 2=Not very proficient, 3=Somewhat proficient, 4=Very proficient, 5=Extremely proficient

The following is reference to the average rate based on how a student perceives themselves and how employers rate them.



CONCLUSION

The Cooperative Education and Career Readiness team at Lakeland University can provide more specific information and data by request. We support students and graduates with their career related goals. Any questions can be directed to career@lakeland.edu.