PUBLIC SERVICE SCHOLARS

Launching Maryland's Next Generation of Change Agents

2016 FELLOWS

COORDINATED BY:

THE SHRIVER CENTER AT UMBC **The Shriver Center at UMBC** coordinates several Public Service Scholars fellowship programs on behalf of the state of Maryland. These fellowships provide students across Maryland the opportunity to develop as future leaders in Maryland's public and social sectors.

The Public Service Scholars programs are:

- Governor's Summer Internship Program
- Walter Sondheim Jr. Maryland Nonprofit Leadership Program
- Maryland Department of Transportation (MDOT) Fellows Program
- Walter Sondheim Jr. Public Service Law Fellows Program

Public Service Scholars programs are comprised of 4 components:

[Experience] Fellows are placed at a nonprofit organization or government agency and work full-time under the mentorship of a senior-level professional

[Exploration] Fellows attend an orientation and frequent seminars to strengthen their understanding of the sector in which they are placed

[Exposure] Fellows attend field trips, meetings, and networking events, and are given opportunities to connect with Maryland's leaders

[Practice] Fellows work together in groups to put their knowledge and skills into practice and present their projects to stakeholders

CONTENTS

Governor's Summer Internship Program

ZACHARY ATRAN University of Maryland, College Park <i>Government, Politics</i>	8	PATRICK DUBOYCE University of Maryland, Baltimore County <i>Political Science, History</i>	18
VANESSA BARKSDALE University of Maryland, Baltimore County Social Work; Public Administration and Policy	9	REBECCA GOODRIDGE University of Maryland, College Park <i>Hearing and Speech Sciences, Psychology</i>	19
ANDREW BRADSHAW Pennsylvania State University Political Science, History; Latin	10	DANIEL INGHAM Providence College <i>Political Science; Business Studies</i>	20
BRIAN CADDEN St. Mary's College of MD Political Science, Economics	11	SARAH LEBARRON University of Maryland, College Park <i>Psychology; Spanish</i>	21
LAUREN CAHALAN Towson University Political Science, Economics	12	PATRICK MASCIO Towson University <i>Political Science, Metropolitan Studies; Economics</i>	22
NATALIE CLEMENTS Goucher College <i>Economics</i>	13	NOLAN O'TOOLE University of Maryland, Baltimore County <i>Economics</i>	23
EMMA CRAIG Washington College <i>Sociology; Economics, Justice, Law, & Society</i>	14	ALANA QUINT Towson University Political Science; Women and Gender Studies	24
CIANA CREIGHTON Loyola University Psychology; Political Science	15	CALEB ULRICH Loyola University, Maryland <i>Political Science; Business Economics, Chinese</i>	25
AIDAN DELISLE University of Maryland, Baltimore County <i>Political Science; Philosophy</i>	16	MANISHA VEPA University of Maryland, Baltimore County <i>Economics, Global Studies; Music</i>	26
PAULA DEL VALLE TORRES Hood College <i>Political Science; Spanish</i>	17	SAMANTHA YATES McDaniel College English; Economics	27

7

CONTENTS

Walter Sondheim Jr. Maryland Nonprofit Leadership Program

29

KRISTINA ALLEN University of Maryland, Baltin <i>Social Work; Anthropology</i>	30 more County	LAUREN PANIATI University of Maryland, College Park <i>Sociology, Spanish</i>	40
SHELBY CARL Salisbury University <i>Social Work</i>	31	NICHOLAS PALM Loyola University, Maryland Global Studies; English, Theater Arts	41
KIRSTEN CLARK University of Maryland, Baltin <i>Modern Languages and Linguis</i>	-	BRIDGET PATTON University of Maryland, Baltimore County <i>Master of Public Policy</i>	42
DYLAN CRAIG Salisbury University <i>M.A. English Composition and I</i>	33 Rhetoric	HAYLEY SCHICK Eastern University Sociology; Communication Studies	43
ALLISON KERR Towson University <i>Business Administration/Marke</i>	34 eting; Psychology	EBONI SELLERS Towson University <i>Electronic Media & Film; Commercial Photography</i>	44
ELIZABETH KURZAWINSKI University of Baltimore <i>M.S. Nonprofit Mgmt. & Social</i>	35 Entrepreneurship	BRIANNA STUMPF University of Maryland, Baltimore County Psychology; Modern Languages, Linguistics	45
EMILY LONG University of Maryland, Colleg <i>Government, Politics; Internatio</i>		LAURA TAYLOR College of Charleston Communication; Spanish, Theater	46
TAYLOR LOVE University of Maryland, Colleg <i>Criminology, Psychology</i>	37 ge Park	CEANNE WEST Towson University <i>Graphic Design</i>	47
KEVIN MCCLOSKEY Goucher College <i>M.ED Athletic Leadership</i>	38	ISAIAH ZUKOWSKI Goucher College International Relations; Spanish	48
SYLVIA OTIENO	39		

Towson University International Studies; Business Comm. Liberal Arts

CONTENTS

Maryland Department of Transportation (MDOT) Fellows Program

MICHAEL ALLEN University of Maryland, Baltimore County <i>Mechanical Engineering</i>	52	CORNELIUS MIDDLETON Morgan State University <i>Construction Management</i>	57
ANDREW CICHELLI Towson University Business Administration-Project Management	53	AMNA RANA Towson University <i>History, Political Science</i>	58
CHRISTOPHER DANNA Towson University Business Management	54	FRANCIS REILLY Loyola University of Maryland <i>Economics</i>	59
RACHEL HAGER Towson University <i>Health Science</i>	55	HAHNA SAMUEL Salisbury University <i>Sociology</i>	60
JOHN MCLEOD University of Maryland, Baltimore County	56		

Mechanical Engineering

Walter Sondheim Jr. Public Service Law Fellows Program

MICHAEL BULLOCK University of Baltimore School of Law	64	MICHAEL PARDOE University of Maryland School of Law	67
AMANDA CLARKE University of Maryland School of Law	65	CLAIRE ROBINSON University of Baltimore School of Law	68
LINDA MORRIS University of Maryland School of Law	66		

63



ZACHARY ATRAN

University of Maryland, College Park | Government and Politics

GOVERNOR'S OFFICE OF COMMUNITY INITIATIVES

KATIE KUEHN

Communications Director for the Governor's Office of Community Initiatives

TASKS

- Wrote and edited press releases for ethnic commissions, and service initiatives
- Implemented a social media campaign for Day to Serve
- Organized and edited content for Day to
 Serve website ethnic commissions

SITE DESCRIPTION

The Governor's Office of Community Initiatives is Governor Larry Hogan's office for enhancing and improving opportunities for Maryland residents. It oversees the Governor's Office on Service and Volunteerism, Volunteer Maryland, community affairs and engagement within the executive branch. It also supervises faith-based outreach and the governor's eight ethnic and cultural commissions. The office works with faith-based organizations and aims to connect all faiths in the state so that they can work together to provide services and solutions for local social issues.

- Conducted research to develop talking points for the press
- Developed presentations for audiences on behalf of my office from a communications angle
- Transcribed notes from meetings with other government offices and private businesses

REFLECTION

During my time as an intern in the Governor's Office of Community Initiatives, I helped my office reach out to Marylanders interested in serving their communities, coordinated with our eight ethnic commissions, and researched various topics to prepare for upcoming events. The main long-term project I worked on was for Day to Serve, a month-long volunteering initiative in Maryland that promotes volunteerism and how our state's residents serve their communities. When I wasn't working on Day to Serve, I was helping my mentor with developing the websites and





press releases for our office's eight ethnic commissions. I also helped my mentor and other government officials in my office prepare for interviews, speeches, and public events with research on various issues, such as childhood obesity and cyberbullying.

The experience as a whole has introduced me to government work on a state-level. I found my work to be very rewarding; but even more than that, I found the work that my office was doing to be incredibly worthwhile. A lot of people are filled with cynicism about government, but my time in the Governor's Office of Community Initiatives has really showed how government can help people. From encouraging residents to serve in their communities to working with local volunteers to share their amazing stories, I was amazed to see how government can really make a difference. Before my internship, I wanted to have policy-related job to help make a difference, and this internship has encouraged me to continue following that goal.



VANESSA BARKSDALE

UMBC | Social Work, minor in Public Administration and Policy

DEPARTMENT OF HUMAN RESOURCES

Homeless Services Bureau

HEATHER SHERIDAN

Director of Homeless Services

TASKS

- Developed a comprehensive report on behalf of the Interagency Council on Homelessness describing safety issues within homeless shelters.
- Developed recommendations for best practices necessary for addressing safety issues within shelters.
- Compiled list of resources for stakeholders necessary in developing competencies necessary for safe and equitable homeless services
- Assisted in the evaluation of homeless services' grant requests.

SITE DESCRIPTION

DHR is the state's primary social service provider, serving over one million people annually. The Department, through its 24 local departments of social services, "aggressively pursues opportunities to assist people in economic need, provide preventive services, and protect vulnerable children and adults in each of Maryland's 23 counties and Baltimore City." The Bureau of Homeless Services has the distinct pleasure of advising agencies administering homeless services in the state of Maryland, as well as administering grants.

REFLECTION

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The entirety of my summer has been a wonderful series of lessons that have been the product of professional, academic, and spiritual growth. However, four particular lessons have struck me most significantly. First, it's important to authentically believe in yourself, and your potential. There will be wonderful mentors who believe in your skills, talents, ideas, and your potential in the beginning stage of your career. However, there will be people who will tell you you're "just an intern." You're more than just an intern; you have a name and a face and a story. Second, it's important to remain humble, in all things. While you have the capacity to do a great many things, it's necessary to recognize a need for practicing basic skills, and competencies. If you cannot do simple things like respect your advisor's authority, editing papers, and proofreading numbers, there's no reason for your advisor to want to give you bigger assignments. Third, actively pursue professional relationships, and don't be afraid to ask for guidance. Bad business etiquette, and unprofessional behavior can be all that stands between you and a promotion. Fourth and finally, never underestimate the power of collaboration, especially when it comes to developing policy. There are many perspectives necessary to develop a truly comprehensive, sustainable, and effective policy. Thus, it's important to make sure you speak with as many people as possible when you work. I am absolutely blessed and fortunate to work with GSIP this summer, so I can now apply these to the rest of my life.



ANDREW TYLER BRADSHAW

Pennsylvania State University | Political Science, History

GOVERNOR'S OFFICE

Governor's Legislative Office

CHRISTOPHER SHANK

Chief Legislative Officer

TASKS

- Perform research for legislation to be introduced in upcoming session
- Contact legislators to maintain relationships between these representatives and the Governor's Office, to invite them to events the Governor will be attending, and to inform them of upcoming initiatives.

SITE DESCRIPTION

The Legislative Office is both a policydeveloping office and a lobbying service for the Governor. The role of the office includes developing Administration Bills to be introduced during the 90-Day Session and working with legislators on both sides of the aisle to ensure those bills deemed most important by the administration move forward and are successfully passed. During the Interim, the office maintains relationships with legislators and stakeholders that will be important during the next session while also researching possible future legislation and Executive Orders as they become necessary.

- Perform research for the Governor to assist with issuing Executive Orders
- Review departmental reports and provide synopses that are used during briefings and meetings.
- Aid in office activities including answering calls, completing other tasks as they arise, and answering constituent contacts to the Governor or his staff.

REFLECTION

My time in the Governor's Summer Internship Program was never stagnant. I began with Christopher Shank in June as he served as a Deputy Chief of Staff. However, a few weeks into my experience, Deputy Chief Shank was tapped by Governor Hogan to become Chief Legislative Officer. As a result, I transitioned to a new office along with my mentor. Though he held a new role, the work both Chris and I performed did not significantly change at first, in part because Chris continued in a supervisory role over the Governor's Coordinating Offices, and also because, during the Interim, the Legislative Office performs wider roles than those most



obvious when reviewing its description. With the Legislative Office, I performed research on the BDS Movement, a political movement that the Governor recently came out against. My research was cited in multiple meetings held by Chris with other high-level advisors to the Governor. I also performed extensive research on higher education debt as part of an effort by the Legislative Office to develop a broad plan that will be a centerpiece of the Administration's legislative efforts in 2017. Research an planning for an upcoming trip to Israel the Governor will be taking was also performed. Outside my daily duties, as a GSIP fellow, I was able to attend events including a banquet and celebration at Government House, the official residence of the Governor and First Lady. Events like this allowed networking with people within the highest levels of Maryland government. Research performed as part of the GSIP program allowed a growing knowledge of the role government has in diverse policy areas, and also provided a window into the process of identifying a policy area to be addressed, researching current policy efforts, and developing new and innovative plans to address such problems.



BRIAN CADDEN

St. Mary's College of Maryland | Political Science & Economics

MARYLAND STATE DEPARTMENT OF EDUCATION

Office of Finance and Administration

DONNA GUNNING

Program Manager

TASKS

- Assisting in the data verification and agency administration of the \$5 million Maryland BOOST Opportunity Scholarship.
- Performing data analysis on changes in Education Finance Policy
- Preparing research materials for meetings with stakeholders
- Drafting reports on policy implementation



SITE DESCRIPTION

The mission of MSDE is to "provide leadership, support, and accountability for effective systems of public education, library services, and rehabilitation services". To accomplish this overarching goal the agency is divided into a variety of departments, all completing different functions that in tandem provide excellent and equitable education to all public K-12 students in the state. In my office, the Office of Finance and Administration, all the finances for the department, and the local education systems are tracked and analyzed. In addition, the office manages MSDE's contracted projects to ensure success.

REFLECTION

After spending a summer working in a state agency, I believe the Governor's Summer Internship program offers a unique experience to those looking to gain experience working within state government, and additionally within a departmental system. Throughout my internship at MSDE, I gained insight into how the policy and statutory language I had seen created and passed within the state legislature travels down to the relevant agency. In fact, seeing the implementation and administration of a program at the departmental level really helped me to understand the impact that individual legislative decisions can have on a department. I also found the policy project to be an important tool for professional development this summer. While I could sense that many in the program would have preferred an individual project to work on, I believe the policy project was helpful in that it forced us to practice working together as a team to complete our project deadlines, and to create a high quality end product. In particular, I feel this is important because in a professional setting you will have to work with multiple other people to create long written reports rather than just on your own. This project gave us a setting to practice that. Moreover, the presentations of the project gave us a chance to pitch our ideas to real policy professionals and receive well thought out questions and feedback in response. This is valuable experience to have.

All in all, I felt that the internship experience and the policy project served as valuable professional development for my future plans to have a career in public policy.

LAUREN CAHALAN

Towson University | Economics; Political Science

GOVERNOR'S OFFICE OF COMMUNITY INITIATIVES

Day to Serve Coordinator

JAMES KWAK

Deputy Chief of Staff

TASKS

- Developed a database for the Day to Serve communications network
- Assisted in the review process for the Day to Serve mini-grant opportunity designated for 501(c)3 organizations
- Implemented grassroots outreach to target groups

- Created and presented Day to Serve informational webinars to 100+ interested parties
- Assisted in disaster relief efforts for the Ellicott City flooding



SITE DESCRIPTION

The Governor's Office of Community Initiatives acts as a link between the people of Maryland and state government officials. GOCI coordinates outreach to faith based groups and the Governor's eight ethnic commissions to promote social, cultural, and business interests. GOCI also oversees the Governor's Office on Service and Volunteerism. The office's various resources create a platform to implement Day to Serve, Maryland's annual service initiative that collaborates with Virginia, West Virginia, and Washington, D.C.

REFLECTION

My internship at the Governor's Office of Community Initiatives provided me valuable insight into the world of public service. State government acts as a linking network between communities to change Maryland for the better. Working on Day to Serve connected me to a diverse network of nonprofit, corporate, and higher education organizations that are day in and day out committing to service and volunteerism. I was also able to assist in the review of a grant opportunity which opened my eyes to the incredible resources that grants can provide to various community stakeholders. Most importantly, I learned that a kind heart and a dauntless work ethic can impact Maryland one community at a time.

NATALIE CLEMENTS

Goucher College | *Economics*

DEPARTMENT OF LABOR, LICENSING AND REGULATION

Division of Workforce Development and Adult Learning

ERIN ROTH & BRANDON BUTLER

Director of Policy & Deputy Assistant Secretary

TASKS

- Research
- Re-tooling of existing workgroups of subject matter experts you are responsible
- Aid in the implementation of WIOA in Maryland
 - Policy writing
- Grant writing





SITE DESCRIPTION

DLLR works to connect all populations to the workforce system, including youth through apprenticeship, correctional education, skilled immigrants, veterans, etc. The implementation of the Workers Innovation and Opportunity Act (WIOA) challenged DLLR, in collaboration with other agencies, to create an all-inclusive four year state plan to fill labor demand by meeting the various needs of jobseekers in Maryland. DLLR represents the workforce values of the state of Maryland.

REFLECTION

I am grateful that I had the chance to intern at DLLR. It was an amazing experience working on all of their diverse projects. My mentors, Erin and Brandon, were extremely supportive and worked to make sure that this internship was a learning experience, that I was not overwhelmed, and that I was able to work on the topics that specifically interested me, which happened to be all of them.

Before this internship, I had not strongly considered a career in the public sector;

however, my career goals have changed, as I look forward to more work with Maryland state government. It was amazing how, throughout this internship, I was afforded the ability to meet subject matter experts, secretaries of departments, and make other amazing connections that I would not have made otherwise.

This summer, I additionally gained skills in policy and grant writing and learned to think through policy decisions. WIOA enabled me to see what goes behind the i mplementation of an act as well as the depth of collaboration across state agencies, local workforce development boards, nonprofits, and training providers. This internship developed my skills, professional network, and all around prepared me better to enter a career in the public sector. I look forward to the next step.

EMMA L. CRAIG Washington College | Sociology; Economics, Justice, Law and Society

SECRETARY OF STATE

Safe at Home/Address Confidentiality Program

ANNE HOYER

Director

TASKS

- Created a new database of active
 partners within local organizations
- Researched resources available
 for clients in each county
- Identified geographical areas where training is needed
- Assisted with mail-forwarding program for clients
- Assisted with client casework, using resources discovered





SITE DESCRIPTION

The Address Confidentiality Program (ACP) serves victims of domestic violence and human trafficking. The program helps those in crisis who have fled and relocated by providing them with a substitute mailing and physical address, with the goal of keeping their abusers from finding them. The ACP communicates with many government entities to ensure they accept the substitute address, including public schools, Social Services, and the MVA, among others. Additionally, the program provides a free mail-forwarding program for its clients.

REFLECTION

Interning for the Address Confidentiality Program was a rewarding experience. Over the course of the summer, I watched the program become its own division, expand the services offered to clients, and create a new name for itself - Division of Family Safety and Support. I worked on projects that would help my coworkers assist clients more efficiently, by creating a new database for active application assistants and researching resources available for our clients such as food, shelter and counseling. I was able to see the complications of the program when other agencies were hesitant to accept our substitute address, but this also provided the opportunity to witness how our program is able to act as a liaison between our clients and other organizations, like shelters, food pantries, and schools. I was able to meet a few of the clients we served during the summer, and their resilience and gratitude for the program was truly inspiring. I also had the opportunity to attend a meeting of the Human Trafficking Taskforce, chaired by the Secretary of State, of which my mentor is a member. It was exciting to see the groundbreaking work being done in Maryland to combat this growing problem. My favorite part of the internship was the relationships I formed with my fellow co-workers that I believe will last a lifetime. The women working in this program are dedicated to their jobs and their clients and have a genuine desire to make a difference that is apparent in all of the work that they do. I could not have asked for a better internship experience.

CIANA CREIGHTON

Loyola University Maryland | Psychology/Political Science

MD DEPARTMENT OF HUMAN RESOURCES

Office of Home Energy Programs

MATTHEW LYONS

Director of the Office of Home Energy Programs

TASKS

- Responsible for making presentations
 for key stakeholders
- Responsible for drafting
 Supplemental Targeted Energy
 Program Concept Paper
- Responsible for performing an analysis on customer related data

SITE DESCRIPTION

The Department of Human Resources (DHR) is the state's social services agency. Within the Department are various offices including: The Maryland Office of Refugees and Asylees, Bureau of Homeless Services, Food Programs (S.N.A.P), Foster Care Services and the office I interned for, the Office of Home Energy Programs. The mission of the Department is to serve some of the most vulnerable people within the state by providing resources to meet them in situations of dire need.

REFLECTION

Agencies

This summer exceeded my expectations. While I was confident that this summer would be an incredible experience, I was not aware of the extent to which this internship would open up more doors. Perhaps the largest contributing factor to me having such incredible experience was my mentor, Matt. As a GSIP alum who didn't have a great experience he wanted to get involved with the program to make sure an intern didn't have an experience like him, but rather has a transformative experience that helped he or she in vocational purists. Well, that's exactly what Matt did for me. One of my favorite tasks that Matt have me also happened to be one of the most challenging tasks. The Office of Home Energy Programs

Responsible for making an

Assessment Tool for potential

partners, Local Administering

Agencies and Community Action





(OHEP) is undergoing a large policy change by introducing a new incentive benefit for customers. Matt charged me with writing the Concept Paper which spells out current OHEP policy and then explains the proposed reforms in great detail. After a few drafts we then submitted the Concept Paper to Secretary Malhotra of DHR. During our meeting with the Secretary we presented a powerpoint and the actual paper. Secretary Malhotra was very interested and responsive. So much so that he approved of the policy that I helped draft on the spot. As of 2017 this policy entitled the Supplemental Targeted Energy Program (STEP) will be implemented. Because of my boss believing I could rise to the task of helping draft this

policy, I will now be able to look back on a policy that I helped craft. One of my other favorite aspects of this internship was all the people I got to meet, both at DHR and elsewhere. However, I think that as interns it's up to us to leverage this experience. Having access to a state agency directory allowed for me to find out which people hold roles that I find interesting. So many of the people I met with imparted advice I know will be engrained in my mind for a long time. Additionally, their kindness and mentorship deepened my experience that much more. This summer is one for the books. I am so grateful for this opportunity and for learning more about what the job of a public servant really entails.

AIDAN DELISLE

UMBC | Political Science, Philosophy

MARYLANDSTATEDEPARTMENTOFEDUCATION

Educator Effectiveness Division

SARAH SPROSS

Assistant State Superintendent, Educator Effectiveness

TASKS

- Background Research for SB 493 The Teacher Induction, Retention and Advancement Act of 2016 Workgroup.
- Assisted in records checks and site evaluations during Unannounced Visits to Maryland Nonpublic Schools.

SITE DESCRIPTION

The Division of Educator Effectiveness certifies teachers and other professional personnel; oversees the preparation of education candidates and approves the educational programs of nonpublic schools. Under the division are three branches: Certification, Nonpublic School Approval, and Program Approval. During my time there the division was primarily focused on three major topics: The Teacher Induction, Retention, and Advancement Act of 2016; The Every Student Succeeds Act; and the Council for the Accreditation of Educator Preparation's loss of US. Department of Education certified status.

- Collaborated on internal planning meetings for SB 493 and ESSA workgroups.
- Kept Minutes during Workgroup meetings for the Induction Committee.
- Workflow and Data Input.

REFLECTION

Over the course of this year I've had invaluable experience of working in Maryland's public sector, both in the legislature and in an executive agency. Following policy through its transformation from initiative, to bill, to law, and finally from statute to regulation. During the 2016 spring semester I had the opportunity to intern for a member of Maryland's House of Delegates. This summer I've had the opportunity to serve with the members of MSDE's Educator Effectiveness Division. During my time with the division the majority of my efforts were focused on Senate Bill 493 the Teacher Induction, Retention and Advancement Act of 2016. Among its many charges the SB 493 called for MSDE to form a workgroup of education stakeholders from across Maryland to examine best practices and make recommendations to the legislature. I conducted a variety of research for the workgroup comparing incentive programs, mentoring initiatives, and accreditation requirements across the 50 states. I had the chance to attend meetings and workgroup sessions as statue was translated into regulation; gaining invaluable insight into the relationship between the legislature and the execute agencies that work to implement its will. I've had the opportunity to work with a bunch of wonderful people this summer and sincerely hope to stay in touch. The Governor's Summer Internship Program has been a wonderful experience.





PAULA DEL VALLE TORRES

Hood College | Political Science Major, Spanish Minor

DEPARTMENT OF JUVENILE SERVICES

Secretary's Office

JAY CLEARY

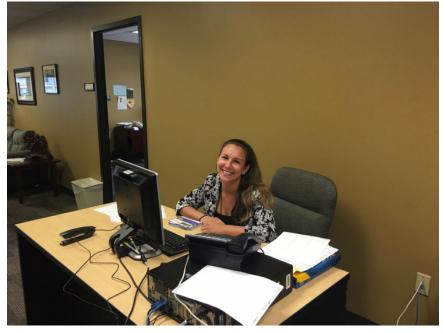
Chief of Staff

TASKS

- Conduct research on things related to juvenile services, family engagement, and recidivism
- Attend meetings, take minutes and then copy them down and provide them to all necessary parties
- Attend MAST Staffing meetings and aid in family engagement projects
- Edit and post articles on the agency website



Successful Youth • Strong Leaders • Safer Communities



SITE DESCRIPTION

The Department of Juvenile Services (DJS) is an executive agency whose main task is to appropriately manage, supervise and treat youth who are involved in the juvenile justice system in Maryland. The department is involved in almost every stage of the juvenile justice process from the moment a youth is brought into a juvenile intake center to the time when a youth returns to the community after completing treatment.

REFLECTION

My experience in the Governor's Summer Internship Program was extremely positive. My internship placement was great. I really enjoyed working at the Department of Juvenile Services. My mentor, Jay Cleary, and my secondary mentor, Kara Aanenson, were incredible. They were always kind and accessible and they always included me in as many meetings, business trips, and events as possible. Although sometimes I wouldn't have substantive things work on, the days were I did greatly compensated for it. I was able to get tours of the juvenile detention facilities, attend MAST Staffing meetings, go to strategic planning meetings, edit the agency website, observe juvenile court proceedings, and conduct focus groups. I learned a great deal and attained valuable work experience. Another thing that I immensely enjoyed was the bond that I formed with my fellow interns. Through the seminars and events that we've attended through GSIP, I've met some outstanding people. I've formed great relationships with people who not only will remain to be great friends, but also great connections for the future! This is one of the great aspects of GSIP. The long and sometimes tedious orientation helped build lasting relationships. Lastly, another thing that really made GSIP a great experience for me was the seminar portion of the program. Coming into GSIP, I was a pretty inexperienced student. But right from the get go, GSIP gave us valuable seminars on networking and LinkedIn/ resume building. The seminar about networking really helped me learn how to act and how to talk to potential supervisors. Overall, every component of this programs has truly helped me develop into a better, more enhanced version of myself.

PATRICK J. DUBOYCE

UMBC | Political Science, History

MARYLANDHIGHEREDUCATIONCOMMISSION

Office of Research and Policy Analysis

DR. JON ENRIQUEZ

Director of Research and Policy Analysis

TASKS

- Collected and manipulated data from the National Center for Education Statistics' Integrated Postsecondary Education Data System.
- Developed the commission's first report on degree productivity in Maryland's public colleges and universities.

SITE DESCRIPTION

MHEC is the State of Maryland's higher education coordinating board responsible for establishing statewide policies for Maryland public and private colleges and universities and for-profit career schools. MHEC also administers state financial aid programs that affect students on a statewide basis.

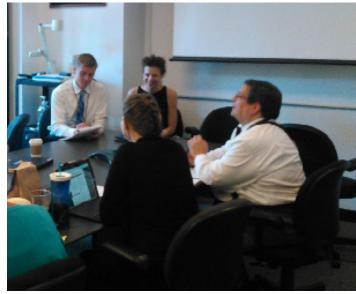
- Researched state higher education policies, their effect on college affordability in Maryland, and their relation to nationwide trends.
- Served on the selection committee for . MHEC's next student commissioner.
- Validated and updated existing data on factors related to college affordability.

REFLECTION

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Working as a GSIP Intern this summer gave me the opportunity to experience public service from the perspective of the executive branch of government. As an intern for the Maryland Higher Education Commission, I spent the summer researching state higher education policies and the impact specific policies had on Maryland's public community college and university systems. My primary project of the summer was to compile data on the degree productivity of Maryland's community colleges and four-year universities. Degree productivity was a metric of institutional and statewide success that MHEC had never emphasized in its previous reports. I was responsible for compiling data on degree productivity





in Maryland's public institutions and in the public university systems of its top ten competitor states from the year 2005 to 2014. After I collected data I performed quantitative and qualitative analysis and presented my findings in the Maryland Higher Education Commission's first ever report on degree productivity. I am scheduled to present my findings at an upcoming commission meeting this October. In addition to analysis of productivity, I was able to study one of the most relevant issues to my generation: college affordability. After validating existing data and collecting the most recent statewide and national data on the factors that directly relate to college affordability, I

reviewed changes in state higher education policy in the past decade in order to determine which policies most substantially catalyzed the dramatic increase in college affordability in the state of Maryland. Overall, the summer was filled with opportunities to perform substantive research on the prominent higher education challenges our state faces. Through my experiences at MHEC I was able to refine my skills as a policy analyst, a researcher, and a public servant. The summer was a tremendous and fulfilling opportunity and I would recommend GSIP and a placement within MHEC for anyone eager to conduct thorough research or anyone with a passion for education policy.

2016 PUBLIC SERVICE SCHOLARS PROGRAMS | Governor's Summer Internship Program

REBECCA GOODRIDGE

University of Maryland College Park | Hearing & Speech Sciences, Psychology

DEPARTMENT OF VETERANS AFFAIRS

Outreach and Advocacy Program

DANA HENDRICKSON

Director, Outreach and Advocacy

TASKS

- Assisted with outreach
 and advocacy efforts
- Developed a resource guide for homeless veterans in Maryland
- Conducted value-added research on a statewide veterans needs assessment

SITE DESCRIPTION

The Maryland Department of Veterans Affairs serves Maryland's veterans through its five programs: Benefits and Services Program, Charlotte Hall Veterans Home, Cemetery and Memorial Program, Maryland Veterans Trust Fund, and Outreach and Advocacy Program. The Outreach and Advocacy Program is the communication and education branch of the Department; we provide information to veterans about programs, benefits, and services available to them as well as provide programming to serve veterans' needs through various initiatives.

REFLECTION

My internship with the Maryland Department of Veterans Affairs gave me a better understanding of the many sacrifices our nation's heroes make for our country as well as the many programs and services offered to veterans upon their return. In the office, I developed a homeless resource guide, researched needs assessments, coordinated events, and helped with Operation Hire, all of which gave me opportunities to use what I've learned in school as well as learn new skills while serving veterans. I also enjoyed attending a number of meetings,

Assisted with coordinating veteran-

related events and initiatives for Suicide Prevention Month

Assisted with administrative tasks

for Operation Hire, a Maryland

veterans hiring initiative



outreach events, and conferences to learn more about veterans affairs as well as assist with outreach and advocacy. Getting a chance to learn more about veterans and services offered for them was especially meaningful since I'm interested in the field of speech-language pathology and would like to focus on the adult population. The seminars and project helped to tie together everything that I was learning in the program. Through working at my internship, attending the seminars, and working on a policy paper, I developed a better understanding of the public sector: the structure of government, the process of establishing policy, and the process of executing policy. My policy group focused on educational policy for reducing the achievement gap between English language learners and other students. I enjoyed delving into this topic, especially since language acquisition is a topic studied in one of my majors, hearing and speech sciences. Overall, I'm glad to have learned about specific topics such as policy for veterans' affairs and English language learners, as well as more general topics such as government operations and professional skills.

DAN INGHAM

Providence College | Political Science, Business Studies

GOVERNOR'S GRANTS OFFICE

Governor's Office

MERRIL OLIVER

Director of Governor's Grants Office

TASKS

- Compile Single Audit for FY15
- Compile Findings and
 Expenditures Report
- Prepare Presentation for Fall Training Conference
- Manage SEFA FY15
- Compile Full Grant Inventory

SITE DESCRIPTION

The Governor's Grants Office is a small coordinating office started in the Ehrlich administration that oversees all grant monies in the state of Maryland. The office works personally with the points of contact in the grant department of each Maryland agency to determine what grants the state is eligible for and how to apply for them. The Governor's Grants Office also keeps an inventory to track the flow of grant money in the state.

REFLECTION

Working in the Governor's Grants Office (GGO) was an eye opening experience that taught me about the nature of government work. I spent most of my time compiling data into spreadsheets that would be used by Merril Oliver, the GGO Director, during meetings with points of contact. Merril chose me from the pool of interns because she wanted someone with business knowledge, and my business studies minor did the trick. The GGO creates a single audit every year that functions as a basic accounting tool for bookkeeping. Most of my work was building



the single audit for this year, creating graphs or finding the right information for Merril to use during presentations. I learned how important it is to come prepared to every meeting and do the research beforehand so that you can deliver when the time comes. I got to sit in during several meetings, presentations, and lunches with Merril and learn how government officials networked and advertised the activities of their office through personal interaction. Merril is incredibly talented at networking and seeing her work first hand was a great opportunity to learn more about business and marketing. As much of the GGO's responsibilities are out of the office, and we had several onsite meetings all across Maryland to advise private businesses and colleges how to find what grants they are eligible and apply for the most money. Merril was a very "hands on" leader during these meetings to teach and explain what her office does and how she could help them save money. Working as her intern was a great opportunity and I am very glad to have learned from her this summer.



SARAH LEBARRON

University of Maryland | Psychology Major, Spanish Minor

GOVERNOR'S OFFICE OF COMMUNITY INITIATIVES

Governor's Office on Service and Volunteerism

JEFF GRIFFIN

Director of the Governor's Office on Service and Volunteerism

TASKS

- Write press release on the 2016 AmeriCorps Grantees
- Assist in awarding mini-grants provided by the Walmart Foundation
- Organize the 2016 Governor's Service Awards Peer Review
- Research and arrange venues for the Governor's Service Awards
- Attend meetings on subjects such as heroin abuse, nonprofits, and corporate partnerships and compile notes



SITE DESCRIPTION

The Governor's Office on Service and Volunteerism is responsible for promoting service and volunteerism. One way it promotes its mission is through AmeriCorps programs, in which American citizens dedicate 1-2 years of their life to service in poor regions of the state. Another way the office promotes its mission is through the Volunteer Generation Fund, which provides resources to volunteer agencies throughout the state. GOSV also provides emergency volunteer services for disaster relief, awards the most inspiring volunteers around the state every year, and provides partners with local nonprofits and businesses to promote the culture of volunteerism in Maryland.

REFLECTION

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If I had to choose three words to summarize my summer, they would be adventure, growth, and responsibility. I went on many adventures this summer. The farthest one took me to Ocean City Maryland where I learned about nonprofits on the Eastern Shore and the tremendous heroin problem that this region is facing. I was also lucky enough to be invited by my mentor to the Companies Who Care Luncheon organized by my office, which was the first attempt by my office to reach out to local corporations and form public/private partnerships. Growth came every day when I learned something new about how my office, and Maryland state government in general, operates to provide the best possible service to Marylander's. I learned how AmeriCorps programs do a lot of good for the state, but how my office is trying to reach out to other parts of the state that have been left out in the past because they do not host AmeriCorps programs. I learned how my mentor went above and beyond his job description to earn valuable funds from the Walmart Foundation to award to nonprofits around the state of Maryland. I learned how networking is incredibly important and probably the most important thing for changing things around the entire state. Above all, I learned that nonconventional solutions are often the best solutions. Lastly, my summer was about responsibility. I was given ownership over tasks that needed to be done correctly and be done well, and I was being trusted with them. I was treated like a valuable member of the team instead of a temporary intern. If I could do this summer over again, I absolutely would.

PATRICK MASCIO

Towson University | History, Secondary Education

MARYLAND STATE DEPARTMENT OF EDUCATION

Division of Academic Policy and Innovation

DANIELLE SUSSKIND

Education Policy Specialist

TASKS

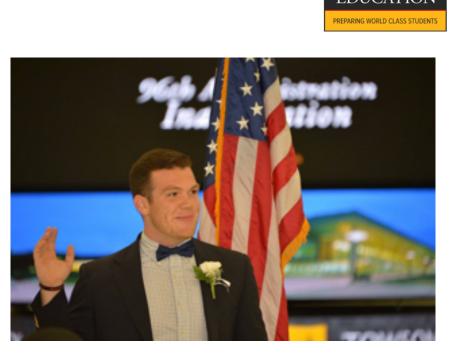
- Research the Every Student Succeeds
 Act
- Organize stakeholder feedback
- Analyze education policy affecting Maryland
- Coordinate school system's responses for accountability report cards

SITE DESCRIPTION

The Maryland State Department of Education aims to provide equitable education for all students in Maryland. Under the leadership of the State Superintendent of Schools and guidance from the Maryland State Board of Education, the Department develops and implements standards and policy for education programs from pre-kindergarten through high school.

REFLECTION

My experience in this program has been one of great impact. I learned more than I ever thought I would from my mentor. Danielle was simply amazing. She made herself extremely available for all questions, whether they were work related or personal. Her expertise in the world of policy and education helped me grasp very complex concepts.



Coming into this program, I was not exactly sure as to what I wanted to do with my life. After this program, I am more inspired than ever to pursue a career in public service. The passion that I saw at MSDE was infectious and it encouraged me to take the path that I am now on. On top of the endless professional skills I learned, such as policy writing, communication, and networking skills, I also learned about life and how to go about making a difference in the world. I have made meaningful connections with people working in state government and my peers from other universities. I am more confident in my career goals and excited for the future.

NOLAN O'TOOLE

UMBC | Economics

DEPT. OF HOUSING & COMMUNITY DEVELOPMENT

Division of Neighborhood Revitalization

STUART CAMPBELL

Director, Office of Community Programs

TASKS

- Researched and developed a training curriculum on Rapid Re-housing
- Developed and implemented a funding formula for the ranking of applications to the Emergency Solutions Grant Program
- Participated in the application review

SITE DESCRIPTION

The Office of Community Programs, Team IV, in the Division of Neighborhood Revitalization, runs a number of state and federal grant programs, including the Emergency Solutions Grant, Community Services Block Grant, Rental Allowance Program, and Maryland Housing Counseling Fund, among others. Primarily, these programs provide funding for local governments and nonprofits to assist low-income individuals and families find and keep housing. process for the Emergency Solutions Grant Program

Formulated and conducted a survey with all Continuums of Care in Maryland to help the Department gain an understanding of the current state of homelessness in each region

REFLECTION

I thoroughly enjoyed working in the state government this summer. Being a public servant has always been my aspiration and I was honored to be able to begin my work while still in college. It was a very interesting experience, coming from the academic world which focuses on research, to be a part of the side of government which more focuses on policy implementation and administration. I was privileged to have the ability to be a part of real change in the state as I assisted in my office's work





to eliminate homelessness in Maryland. I am so fortunate to have been a part of this program. All aspects, from attending an Orioles game in the Governor's Suite to presenting our policy recommendations in Annapolis, have been truly remarkable. We went on a private tour of Annapolis and even got to attend the Governor's Buy Local Cookout. These are experiences you truly cannot have through any other internship program. The group policy paper project was well worth all time and effort I put into it. I had never before written a policy analysis or recommendation, but this program provided me with guidance as my group learned by doing. We ended up very proud of our recommendation and felt we have contributed to the effort to make our policy proposal reality in the state of Maryland.

ALANA QUINT

Towson University | Political Science, Women and Gender Studies

OFFICE OF THE GOVERNOR

Communications Office

HANNAH MARR

Press Secretary

TASKS

- Assisted in social media efforts on behalf of the Governor
- Completed letters of constituent correspondence
- Researched policies, initiatives, and values of Marylanders for the administration

SITE DESCRIPTION

The Governor's Communications Office handles all press, marketing, and communications for the Governor. The Communications Office is tasked with efforts ranging from putting out press releases to coordinating press conferences. The Governor's Communications Office serves as the only news source from the Governor's perspective, so they help to promote the Governor's ideas, initiatives, and policies in a positive light.

- Coordinated, designed, and implemented the creation
- of a Governor's newsletter
- Attended press conferences and events with the
 - Governor and other advisors

REFLECTION

Through the Governor's Summer Internship Program I was given a great opportunity to learn more about the policymaking system. Before entering into this internship program, I knew I was interested in politics and law. However, I learned about two important aspects of the political process; writing public policy and working behind the scenes for a government official. Before this internship, I was unable to grasp the complexity of suggesting a policy. A lot of research, group work, and time goes into making a policy, something that I could not fully comprehend before. Additionally, I have never worked behind the scenes for an elected official before. The whole office is surrounded by serving the Governor directly, which makes the job unique. Both of these educational experiences have opened my eyes to different career opportunities relating to the government.





CALEB CHRISTOPHER ULRICH

Loyola University | Political Science, Business Economics/Chinese

GOVERNOR'S OFFICE OF CRIME CONTROL & PREVENTION

Special Projects

RACHEL KESSELMAN

Director of Special Projects

TASKS

- Research addiction clinics for victims of sex trafficking.
- Research treatments for victims of heroin, fentanyl, and desomorphine addiction.
- Research initiatives of the National Heroin Threat Assessment Report 2016.

SITE DESCRIPTION

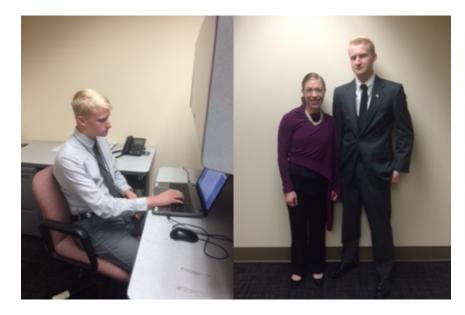
GOCCP provides resources to improve public safety in Maryland. GOCCP provides access to federal and state grants to assist local communities. Its vision is for a safer Maryland. GOCCP serves as a coordinating office that advises the Governor on matters of criminal justice. The office plans and funds state and local efforts to protect local communities, enhance public safety, reduce crime and juvenile delinquency, and service the victims of crimes.

- Find and record all goals/initiatives of all grant funding sources that go through the GOCCP.
- Summarize Washington/Baltimore HIDTA Threat Assessment & Strategy for Program Year 2017.
- Determine the number of employees each grant through the GOCCP funds salaries for in individual years.

REFLECTION

I applied for the Governor's Summer Internship Program with only the knowledge that it was a program that gave students experience in state government work. GSIP is more than that, you get experience working in state government, but you also get experience dealing with daily issues of the citizens, the larger issues of running a state, the knowledge from a mentor with years of experience, and a greater appreciation for the civil servants





that keep the state running. Through GSIP I was placed with GOCCP where I learned knowledge on how my state is combating human and sex trafficking, I gained valuable knowledge on the strategies to limit and reduce the heroin and opioid abuse problem in Maryland, and I experienced first hand the work being done in Maryland Correctional Facilities. While in GSIP, I worked with three other interns to create a public policy paper to submit to the Governor. I used my work in GOCCP to focus my project on new strategies to combat the opioid addiction and abuse problem. My work in GSIP has given me valuable experience working for the state and so much more. I feel more prepared in my college career to handle policy papers, as well as more qualified to find a career after graduation.

MANISHA VEPA

UMBC | Economics / Global Studies-International Affairs, Music

DEPT. OF HOUSING & COMMUNITY DEVELOPMENT

Neighborhood Revitalization Program

KEVIN BAYNES

Director of Sustainable Communities and Community Legacy Program

TASKS

- Create and maintain a database for applicants to the new Maryland Storefront Improvement Program
- Collect population data for municipalities around Maryland
- Review legal documents of grant applications for the 2016 Community Legacy program

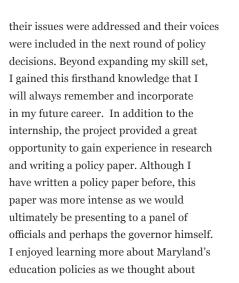
SITE DESCRIPTION

The Neighborhood Revitalization program runs several grant programs to encourage nonprofits and local governments to undertake development projects. The grant programs support efforts to increase the number of small businesses in an area, increase homeownership, and revitalize deteriorating facilities and facades. The agency is also responsible to fund demolitions and blight elimination throughout the state.

- Provide feedback on grant applications for the 2016 Community Legacy program to be used in the final review process
- Write blog posts regarding new developments within the agency, such as new sustainable community designations and new application periods

REFLECTION

The Governor Summer Internship Program was an amazing opportunity to learn more about how government agencies implemented change in communities, as well as a chance to learn more about the critical issues the state is facing. First, the internship was critical in providing me an insight into the policy implementation process. As someone interested in creating policy, I believe it was important for me to see how state agencies implemented policies, enacted them, and even evaluated them. I learned a lot about how the state agency could directly work with locals and developers in the communities to ensure







how to address the achievement gap, and I think it was beneficial for us to be creative but logical as we decided on policy options. This is ultimately what I want to do in the future, and I am glad I could get more practice. Besides the career oriented benefits, the program also connected me with some great people, both professionals and students. The experience has definitely helped me make my career goals clearer, and I highly recommend it to anyone interested in the policy field.

SAMANTHA YATES

McDaniel College | *English, Economics*

DEPARTMENT OF THE ENVIRONMENT

Water Management Administration

HEATHER BARTHEL

Assistant Director of Water Management

TASKS

- Evaluated the effectiveness of implementation of several laws, including HB 973, which requires environmentally friendly shoreline construction
- Researched current law to prepare a legislative package for increasing the penalty authority of the department

SITE DESCRIPTION

The mission of the Maryland Department of the Environment's mission is "To protect and restore the environment for the health and well-being of all Marylanders." The Department houses the administrations that deal with air, land, and water to regulate the use of these resources and ensure that the environment and the public health aspect of the environment are well protected.

- Collaborated on writing new regulations for different facets of Water Management
- Updated the database for the Wetlands and Waterways department
 - Decreased the amount of junk mail received to aid Departmental goal of reducing as much waste as possible

REFLECTION

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I was lucky enough to get to work in the Director's Office of Water Management, where I gained experience in evaluating and writing legislation. I learned a lot about how bills are constructed and how they are selected from the many options of bill propositions available. In addition to working in the Director's Office, I also did some work for the Wetlands and Waterways department under Water Management, looking at the effectiveness of implementation of a 2013 law on shoreline stabilization. This really opened my eyes to the daunting tasks that Departments sometimes face in





implementing newly passed legislation. This internship broadened my horizons to the variable tasks that a state department is in charge of, and the immense amount of collaboration that goes into writing and implementing legislation.



Walter Sondheim Jr. Maryland Nonprofit Leadership Program

KRISTINA ALLEN

UMBC | Social Work, Anthropology

BALTIMORE CITY HEALTH DEPARTMENT

Baltimarket

LAURA FLAMM

Director of Healthy Eating and Active Living

TASKS

- Managed Due Diligence Documents for South Baltimore Gateway Food Access Mini-Grant
- Planned on site nutrition education demonstrations

- Edited nutritional education curriculum
- Created a report analyzing the efficacy of the nutrition education curriculum

SITE DESCRIPTION

Baltimarket's mission is to improve the health and wellness of Baltimore City residents by using food access and food justice as strategies for community transformation. Baltimarket programs work to promote nutrition knowledge, skills, and self-efficacy; increased food security; and increased food access while tackling systemic inequities in order to affect the diet, and ultimately health, of food desert residents.

REFLECTION

This was arguably the best internship I have ever had. I may go so far as to say this is the best job I have ever head. I thoroughly enjoyed my time with Baltimarket. I felt supported and welcomed by all the staff and fellow interns. I did important work that I feel a sense of pride about. I enjoyed being a part of an amazing group of like-minded individuals. The report that my group wrote on food access issues in Baltimore is a document that I will keep in my professional portfolio. All in all, I'm beaming with pride over the work I was a part of this summer.





SHELBY CARL

Salisbury University | Social Work

BALTIMORE CORPS

Operations

LIZ GOMEZ

Director of Operations

TASKS

- Assist with planning class three orientation
- Create expense reports for the CEO
- Input and manage data in Salesforce
- Format and organize company policy documentation
- Organize and create master planning documents

BALTIMORE · **CORPS** · **®**



SHELBY CARL Operations Assistant

SITE DESCRIPTION

Baltimore Corps runs a fellowship program, recruiting diverse talent from all over the nation. These individuals are placed in high-impact roles in nonprofits, social enterprises, and government agencies around Baltimore. The agency then provides a year of informative programming for fellows in addition to providing ongoing support to each individual in their role.

REFLECTION

My time in this fellowship program has been an invaluable one. Not only was I able to receive some of the best nonprofit management and leadership trainings possible from Justin during our seminars, I was also given an incredible professional development opportunity. Through my placement at Baltimore Corps, I was able to: network with social enterprise organizations throughout Baltimore at Impact Hub, secure an internship with Mission Launch and a job offer from Baltimore Corps, learn a new database system that is being utilized by nonprofits around the country, and have cutting-edge organizational structure modeled to me. Baltimore Corps listened to my professional development goals, interests, and needs and went above and beyond to ensure that all were met. For example, after our financial stewardship seminar, I began writing expense reports for the CEO and will soon be involved more intensively with developing a budget strategy for the company. I was also given extensive opportunities to learn more about outside issues within the city of Baltimore, which engendered the idea for our group's final presentation on youth homelessness. By going on the Faces of Homelessness Speakers Bureau's injustice walk and networking with my fellow students who are placed in agencies addressing homelessness, my eyes were opened to another vulnerable population and how I can help address its needs.

KIRSTEN CLARK

UMBC | Modern Languages and Linguistics: Spanish Concentration

ESPERANZA CENTER

Educational Services

DIANA SIEMER

Educational Services Manager

TASKS

- Update ESL class curriculum to meet new placement testing standards
- Design new procedures for for the summer youth program
- Assis the director of the summer youth program with everyday operations
- Communicating with parents, teachers, and volunteers about program expectations
- Using Spanish language skills to translate documents and communicate with students and parents





SITE DESCRIPTION

The Esperanza Center, one of many branches of Catholic Charities of Maryland, serves as a comprehensive resource center for the immigrant population in Baltimore and the surrounding areas. The center is composed of four main departments: Educational Services, Immigration Legal Services, Client Services, and Health Services. In all departments, Esperanza Center provides both direct services as well as connects clients with external services in order to meet their needs.

REFLECTION

Participating in this program truly changed my view of Esperanza Center, the immigrant population served by the programs, and the nonprofit world. At my internship site, I had such a wide range of experiences from interacting with students on a daily basis to planning program logistics, and the seminars and project truly put my work at Esperanza into the bigger picture of the nonprofit world and allowed me to make sense of the small things that stood out to me during my internship hours. I grew so much throughout the program both personally and professionally as I was faced with challenges in the workplace. I learned how to assist young students with extremely emotional challenges while maintaining my professional composure and maintaining boundaries between my personal and professional lives which is something I struggled with before. Overall, I feel better prepared for my graduation next year, and I have a more clear view of what I want to pursue in my career and my further education. Previously, I had planned to pursue teaching ESOL students, but my experiences in the program have drawn my attention towards student support services, and I am considering pursuing a master's degree in social work as an alternative to TESOL because I feel I both have more to give as well as feel more rewarded when providing students with emotional support and connecting them to the resources necessary than I do when teaching. I am beyond grateful for this opportunity; it truly was a life-changing experience.

DYLAN CRAIG

Salisbury University | M.A. English Composition & Rhetoric

HUMAN SERVICES PROGRAMS OF CARROLL COUNTY INC.

Administrative Department

ANGELA GUSTUS

Executive Director

TASKS

- Created, distributed, and analyzed client satisfaction survey – developed a report from the data
- Assisted in grant research and writing
- Wrote/researched new administrative policies
- Assisted in the safe haven homeless shelter and with the operations department





SITE DESCRIPTION

Human Services Programs (HSP) is the designated Community Action Agency of Carroll County, Maryland. The organization works to assist the low income residents of the community through its various programs, including bill payment assistance, five shelters, permanent supportive housing, rapid re-housing, workforce development, items from their free store, and a family center which offers children programs and a variety of adult classes. HSP's mission is to give hope, inspire change, and provide opportunity by mobilizing the community in the fight against poverty.

REFLECTION

Through my time with HSP, I was able to see the inner-workings of a large nonprofit that serves the low income community of my hometown. By observing and assisting both the administrative teams and those who work more directly with clients, I gained an understanding of how different members of a community-serving organization communicate and work together to achieve an agency-wide mission. I witnessed combined efforts of community members, organizations, as well as the local and federal governments, and was exposed to recent initiatives and best-practices used to serve those who are affected by poverty. These experiences have made my understanding of how change happens in a community less abstract, as I now see the different pieces it often takes to have a significant impact. I will use the knowledge that I have gained during my time at HSP and in the Public Service Scholars program to integrate more community and civic-minded components into the firstyear writing course I instruct at Salisbury University as well as in the classrooms I will be involved with in the future.

ALLISON KERR

Towson University | Business Administration/Marketing, Psychology

SOUTH BALTIMORE LEARNING CENTER

Marketing/Development

DANA MARRON

Fund Development Associate/Lead Tutor

TASKS

- Collect, write and compile alumni testimonials for use in marketing materials, social media campaigns and blog posts.
- Assist with rebranding efforts and the development of new website.
- Participate in and present at Marketing Committee meetings.
- Assist development team with researching grant opportunities and writing proposals.
- Create content for social media accounts and email newsletters

SITE DESCRIPTION

South Baltimore Learning Center (SBLC) is a community-based nonprofit organization providing functional literacy and life skills training, in addition to career preparation services, to residents in the Baltimore Area. SBLC offers a number of programs geared towards helping adult learners earn their Maryland high school diploma. The mission of SBLC is to improve the self-sufficiency of educationally disadvantaged adults.

REFLECTION

This summer was extremely formative and impactful for both my career and life. I was able to take what I learned about the nonprofit industry in the weekly seminars and apply them to my internship site. During my internship, I was given projects to manage and real responsibilities - I was treated more like a team member with skills to contribute rather than just an intern. Everyone at SBLC was so warm and helpful toward me, especially my mentor, Dana, who gave me lots of guidance and room to grow. I am so pleased with this summer and this program as a whole. Before this summer, I knew I was interested in pursuing a career in the nonprofit community, but now I am more excited and motivated than ever to continue my path in the nonprofit world.





ELIZABETH KURZAWINSKI

University of Baltimore | M.S. Nonprofit Mgmt. & Social Entrepreneurship

PARKS & PEOPLE FOUNDATION

Community Greening Department

TIFFANY CAREY

Growing Green Initiative (GGi) Community Organizer

TASKS

- Analyze adopt a lot data to create most efficient routes, training documents, & evaluation survey for vacant lot assessments
- Coordinate community organizations
 in sign-painting workshop
- Assist in recruiting, communicating with, & training volunteers for vacant lot assessments

SITE DESCRIPTION

The Parks & People Foundation is dedicated to supporting a wide range of recreational and educational opportunities; creating and sustaining beautiful and lively parks; and promoting a healthy natural environment for Baltimore.

- Assist with material orders, logistics, & expense tracking for grant-funded community sign-painting workshop
- Attend sign-painting workshops
- Coordinate raised bed construction for community gardens
 - Collect & process incoming Neighborhood Greening Grant Applications

REFLECTION

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My Internship with Parks & People Foundation was an extremely fulfilling experience. I learned something new every day, made countless connections, and received continuous support from my mentor and other staff members. In addition to new administrative skills, I now have an understanding of greening efforts made throughout Baltimore and the role of Parks & People Foundation and community organizations in these efforts. I enjoyed meeting members of the community and conducting assessments of vacant lots utilizing the tools I created for volunteers.





My internship experience was supplemented with weekly seminars which helped solidify my knowledge of the nonprofit sector. Each seminar served as a comprehensive review of what I have learned throughout my Master's Program at the University of Baltimore with added details I had yet to learn. Justin made sure to emphasize the characteristics of leaders and change agents each week and encouraged us to embrace these characteristics.

Finally, the group project allowed me to put my knowledge into practice by creating a

nonprofit program addressing food access in Baltimore. Our group worked together with ease and with an excellent level of professionalism. I look forward to seeing how my group members and the 2016 cohort progress throughout their careers.

EMILY LONG

University of Maryland, College Park | Gov't. & Politics, Int'l. Development

MARYLAND CASA ASSOCIATION

EDWARD KILCULLEN

State Director

TASKS

- Managing social media
- Creating fact sheets
- Creating infographics
- Fundraising event planning
- Drafting newsletters
 and press releases

SITE DESCRIPTION

REFLECTION

Maryland CASA Association is the state organization for Maryland's Court Appointed Special Advocate (CASA) Programs. In partnership with its fifteen affiliated CASA programs, it works to ensure every victim of child abuse and neglect their right to grow up in safe and permanent homes. This mission is carried out through the efforts of professionallytrained volunteers, appointed by the court to speak up for the best interests of children who are under the protection of the courts. My experience in the Walter Sondheim Jr. Nonprofit Leadership Program was very positive. Maryland CASA was a wonderful nonprofit organization to be involved with, and I gained a lot of professional skills while interning there that I feel will help me with any future endeavors. For instance, I drafted my first press release and applied for inkind donations. My primary responsibility at Maryland CASA was planning and publishing daily posts on Facebook and Twitter that would encourage engagement and increase involvement among followers. I also had my first exposure to editing a website using WordPress.org, which I believe is an asset that could be applied in many organizations. Moreover, our weekly seminars taught me even more about the nonprofit sector; because nonprofits are inherently distinct from one another, it was not possible for me to acquire an allencompassing understanding by interning with a single organization. Thus, learning from an experienced professional and hearing about other fellows' experiences at their respective placements was another invaluable aspect of the program. Lastly, I had one of my most positive group project experiences as a result of this fellowship. In addition to making connections with interesting and gifted students, I had the opportunity to learn about youth homelessness in Maryland, a topic that is connected to Maryland CASA's work. I am very grateful for this experience and feel that I had a productive and enriching summer as a result.





TAYLOR LOVE

University of Maryland, College Park | Criminology, Psychology

PUBLIC JUSTICE CENTER

Development

JENNIFER PELTON

Director of Development

TASKS

- Create a social media campaign for event hosted by PJC and HPRP
- Research for campaign
- Coordinate with staff from both PJC and HPRP to develop a thorough plan for both organizations to use
- Work with staff attorneys and paralegals on individual projects

SITE DESCRIPTION

The PJC uses legal advocacy tools to pursue social justice, economic and race equity, and fundamental human rights for people who are struggling to provide for their basic needs. The PJC is a civil legal aid office that provides advice and representation to low-income clients, advocates before legislatures and government agencies, and collaborates with community and advocacy organizations. The PJC chooses projects and cases that will make a significant impact on systems, laws, and policies.

REFLECTION

For me, the entire experience with the Sonheim Nonprofit Leadership program, including the internship, seminars, and group project, was eye opening. Before beginning my journey on June 1st I had little to no knowledge about the nonprofit world. In retrospect, the thing that most attracted me to the program was the idea of helping others and I was excited about this opportunity. This summer I was able to learn so much about the nonprofit world, learning about the inner workings of





nonprofit agencies. In addition, I was able to couple my new knowledge with experience, working at Public Justice center almost everyday. I enjoyed going into my internship and doing something meaningful with my time. I was able to develop new skills, such as the ability to create a detailed social media campaign, that I think will help me in the future. I also enjoyed the group project, where I was able to explore an issue I am really passionate about, prisoner's rights, specifically their right to education. One of my favorite parts of this project was giving the presentation at the closing ceremony, because I enjoy both public speaking and talking about real and pressing issues. This summer was an eye opening experience and allowed me to explore the nonprofit world in a comprehensive way that I would not have been able to do without it.



KEVIN MCCLOSKEY

Goucher College | MED, Athletic Program Leadership and Administration

LIVING CLASSROOMS FOUNDATION

Target Investment Zone, BeMore Athletic League

CHAS ACKLEY

Program Director, Target Investment Zone

TASKS

- Acting Commissioner of the BeMore Athletic League
- Lead weekly STEM
 Mentoring Program
- Serve as POWER Teen Mentor
- Organize and Execute Lawrence Guy Community Day
- Support grant renewal via data collection and analysis





SITE DESCRIPTION

Living Classrooms Foundation strengthens communities and inspires young people to achieve their potential through hands-on education and job training, using urban, natural, and maritime resources as "living classrooms." Living Classrooms has developed a distinctive competency in experiential learning -- literally learning by direct experience -- or what we call "learning by doing." These experiences take place at many "living classrooms" on our various campuses, including maritime museums and ships, and in neighborhood and community settings.

REFLECTION

My experience this summer with the Living Classrooms Foundation was extraordinary. The Living Classrooms team treated me as family from day one, welcoming me to participate in meetings, summer camps, conversations with partner organizations and enrichment activities for the kids at our Camp CARE and POWER House. Throughout the summer I got to know tons of the students and teachers at Crossroads, staff who will be at the UA Recreation Center and community members at the POWER house. The profound engagement of the Living Classrooms team with the east Baltimore community never ceased to inspire and impress me. Living Classrooms is full of genuine and determined people who are at the forefront of the rise of Baltimore City.

SYLVIA OTIENO

Towson University | Int'l. Studies, Business Communication

MARYLAND OUT OF SCHOOL TIME NETWORK

Summer READS

PAUL MINCARELLI

Summer READS Program Manager

TASKS

- Create and distribute weekly
 newsletter
- Manage data entry for registrations
 and evaluations
- Maintain social media presence
- Document Summer READS program through photography and videography

SITE DESCRIPTION

The Maryland Out of School Time Network(MOST) is dedicated to advocating for more opportunities during out of school time. Summer READS stems from the MOST's goal to provide students with a fun but educational summer program. As a 6-week drop-in literacy initiative, Summer READS opens up school libraries and invites students to come and take part in free interactive and enlightening programming. As a result of the program, student participants have either maintained or improve upon their reading levels.

REFLECTION

Interning at MOST, being a fellow with WSNLP and creating a capstone project have been great learning experiences for me. Through these opportunities I learned about what it takes to be an impactful part of the nonprofit world. As a person who is aspiring to be a nonprofit professional, I found great value in these lessons. The seminars kicked off my learning process by providing a foundational presentation and analysis of the nonprofit world. Seminars covered critical lessons such as how to form the fundamental principles of a nonprofit and





how to properly manage its finances. After gaining a foundational understanding from the seminars, I learned how to apply them to the day to day functions in the office. Interning at MOST and in the Summer READS program gave me a look into the practicalities of program management. Although my role was primarily in communications, I had the opportunity to observe the process of planning and executing a program that successfully serves a large population. The lessons learned in the seminar and at Summer READS instilled in me a confidence to plan and execute the capstone project alongside my team members. Lessons learned in the previous opportunities seamlessly seeped into creating and presenting the project. These opportunities have ended but I have no doubt that I will be using the lessons learned in my future as a nonprofit professional.

LAUREN PANIATI

University of Maryland, College Park | Sociology, Spanish

UNITED WORKERS

Affordable Housing Campaign

MJ PARK

Director

TASKS

- Connecting with the community/ identifying leaders through canvassing
- Follow-up with interested community members
- Collecting stories from community members
- Getting signatures for petition
- Coordinating potential volunteers
- Studying and discussion of weekly text





SITE DESCRIPTION

United Workers is a human rights organization working towards fair development in Baltimore City based on the principles of universality, equity, participation, transparency, and accountability. Through leadership development and political education, United Workers organizes and mobilizes communities around the issues of affordable housing, environment justice and workers' rights.

REFLECTION

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This program has helped me to gain a broad view, as well as a day-to-day view of the nonprofit world. It has challenged me to question the role and function of nonprofit organizations- including how they act to fulfill their mission and vision. The seminar outlined all of the different parts of running a nonprofit, but in a way that really asked each student think critically and explore the values and purpose behind each section. Being part of the fellowship along with other students all placed at different organizations was helpful in having support as we collectively reflected on our experiences. Through reflection all the students could process their own experience as well as hear about that of others and ask questions. There were so many different types of positions we were all placed in, I always felt like I had more questions to ask my peers. It was nice having a network to such a variety of organizations, and I feel that leaving this internship I have a greater knowledge of the different organizations currently working in Baltimore. Working at United Workers, I felt like I had the opportunity to learn through experience and to be out in the field learning from and alongside members of the community. Working in for an organization run through a staff collective was very eye-opening and the educational component was something I didn't expect, but have come to value. I am very thankful for the time I spent at United Workers, and for the experience as a whole.

NICHOLAS PALM

Loyola University Maryland | Global Studies, English and Theater Minor

SPOTLIGHTERS THEATER

Capital Campaign

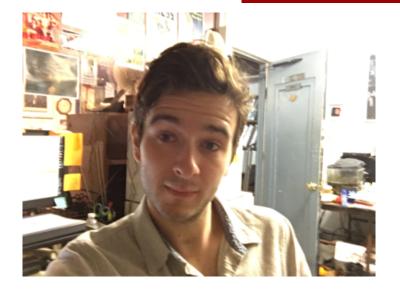
FUZZ ROARK

Managing Director

TASKS

- Securing donations for upcoming annual Gala from local businesses
- Facilitating Interviews for potential high level donors
- Centralizing Information from
 Spotlighter's database
- Drafting multiple letters of inquiry
 for grants
- Researching potential sources for grant revenue





SITE DESCRIPTION

Spotlighters Theater is a Nonprofit Theater founded by Audrey Herman 55 years ago. Spotlighters provides the Baltimore community with exceptional theater through inventive and outstanding ways. Spotlighters is also responsible for a burgeoning after school program in association with several public schools in the Baltimore area, providing arts based educational opportunities for those who wish to participate. The standard bearer for challenging and inventive local theater and arts proliferation, Spotlighters continues to be a beacon of success within the Nonprofit Theater community.

REFLECTION

I don't think I could have had a more positive experience this past summer than the one that I had with Spotlighters Theater. Very rarely does an organization like Spotlighters provide such a welcoming and hospitable environment to an incoming employee and go out of its way to make them feel welcome in the way that Spotlighters has done for me this summer. Not a day went by where I felt alienated or out of place, or to put it simply, they made me feel like I was at home where I belong. My mentor, Fuzz Roark, went out of his way to impart to me skills that I consider myself unable to grasp in the manner that I now do. Thanks to him, I can move forward in my career and life with the tools that I now have, knowing that I'll be a fuller employee and person because of it. As for the program itself, I feel as though the skills that I acquired both through the seminars and the project to be some that I will be able to translate into my professional career as well. With regard to the seminars, I believe that the information that provided us, specifically with regard to management and planning will be an invaluable resource moving forward, even in the event that my career takes me away from the nonprofit sector. For the first time in quite a while, I can say that I'm incredibly excited for what the future holds.

BRIDGET PATTON

UMBC | Masters of Public Policy

MAYOR'S OFFICE OF HUMAN SERVICES

The Journey Home

DANIELLE MEISTER

Continuum of Care Coordinator

TASKS

- Develop and assist in implementing a Housing First survey for providers, clients and community partners.
- Act as our training coordinator for professional development training courses for homeless service providers.

SITE DESCRIPTION

The Homeless Services Program in the Mayor's Office of Human Services is the designated lead agency for the Continuum of Care and works to implement federal, state, and local policy and best practices in addition to administering and monitoring homeless services grants. The Journey Home, Baltimore City's plan to make homelessness rare and brief, focuses on four major goal areas that address the root causes of homelessness: affordable housing, comprehensive health care, sufficient incomes, and preventive and emergency services.

- Assist in data collection, review and scoring for the Continuum of Care grant application process.
- Mobilize volunteers and homeless service providers to participate in the Point in Time count.

REFLECTION

The Sondheim Nonprofit Leadership Program has allowed me to gain more extensive experience working in homeless services in Baltimore City. Through this experience I have further clarified my goals for what I aim to do following graduation. It also awarded me the opportunity to meet and collaborate with other like-minded individuals interested in working in the nonprofit sector. I am grateful for the connections I have made and the experience I have gained through this program and am eager to put both to use in my future career.





HAYLEY SCHICK

Eastern University | Sociology Major, Communication Studies Minor

N REACH, INC.

TONI SMITH

Founder & Executive Director

TASKS

- Finalize advocacy toolkit and develop a supporting social media campaign
- Develop three fact sheets for Afterschool, reading, and STEM in Prince George's County
- Initiate research for afterschool mapping project to determine local need

SITE DESCRIPTION

In Reach is a youth-driven, community focused organization positioned to respond to the unmet developmental and academic needs of children and youth living in Prince George's County, Maryland. In its mission to prepare students for college, work, and life, IN REACH engages students in academicbased programs and opportunities, advocates for the improvement of all systems affecting children and youth particularly public education, and creates forums for interested parties serving children, youth and their families, to share in the exchange of ideas and information.

- Worked for fundraising opportunities, including preparing for a 5K and researching grants
- Represented organization at various meetings and summits, including the 2016 National Family and Community Engagement conference in Pittsburgh

REFLECTION

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This summer, my experience with the Walter Sondheim Jr. Nonprofit Leadership program was unique and incredibly beneficial. I was able to gain hands-on experience at a nonprofit organization, working closely with my mentor to complete projects that have a real impact on the community that the organization served, all the while learning about what it takes to manage a small nonprofit. I was welcomed into the organization, I was responsible for several large projects, and I felt like I was part of their team.





Also, what set this program apart from other internships was the opportunity to meet every Wednesday with other fellows for weekly seminars. In them, we shared our experiences with our organizations, so I felt like I had a window into more organizations than just the one I was directly working with. The seminars were informational and gave substance and meaning to the work I witnessed and completed in my internship. Something that will stick with me was the new problem-solving point of view that encompassed the philosophy of the weekly seminars. The opportunity to apply this problem-solving worldview in our group projects made it even more real. I walked away from this program more confident about my decision to work in the public service sector, and now I feel equipped with the knowledge and experience I need to boldly pursue a career in this field.

EBONI SELLERS

Towson University | Electronic, Media, Film/ Photography

WIDE ANGLE YOUTH MEDIA

Youth Traveling Photography Exhibition

JULIE LAUVER

Youth Photography Exhibit Coordinator

TASKS

- Coordinating Farmers Markets
- YPTE Community Outreach
- Assistant Teacher
- Developing FY17 curriculum for YPTE
 workshops



SITE DESCRIPTION

Through media arts education, Wide Angle Youth Media cultivates and amplifies the voices of Baltimore youth to engage audiences across generational, cultural, and social divides. Our programs inspire creativity and instill confidence in young people, empowering them with skills to navigate school, career, and life.

REFLECTION

Having the opportunity to participate in the Walter Sondheim Jr. Maryland Nonprofit Leadership Program is certainly an experience I will not forget. Having the privilege to work full-time under a nonprofit sector, followed by weekly seminars to gain a clearer picture of the functions nonprofits perform has been worthwhile. This summer

experience has awarded me with the skills of public speaking, team-building, and professional networking, just to name a few that I am tremendously grateful for. Being a rising senior with graduation right around the corner, I was ecstatic to learn about the many civil society programs also dedicated to public service work such as AmeriCorps, Baltimore Corps, and Peace Corps as possible options post-graduation. It was also great to make genuine friendships in such a short time from students of other schools/ universities with like-minded goals and opinions during this experience.

BRIANNA STUMPF

UMBC | Psychology, Modern Languages & Linguistics: Spanish

PLANNED PARENTHOOD OF MARYLAND

Department of External Relations

JOANNA DIAMOND

Vice President of External Relations

TASKS

- Increase the organization's presence in the community through events and social media outreach
- Research prospective funding opportunities for the organization through grants, corporations, and private foundations
- Research epidemiological data for the

SITE DESCRIPTION

Planned Parenthood of Maryland (PPM) is a not-for-profit family planning agency that provides high-quality, affordable reproductive health care for women, men and teens. Our mission is to enable all Marylanders to have access to highquality, affordable healthcare services. By providing medical services, education, training, and advocacy, PPM seeks to help individuals make informed decisions about their reproductive health, family planning options, and sexuality. development of a cancer-screening program and apply for grant funding

- Maintain consistent communication with donors through weekly Thank You letters
- Update and maintain donor database as new gifts are received

REFLECTION

This summer has been full of amazing experiences that I would not have been exposed to anywhere else. My time with PPM has helped me grow personally by forcing me to confront my personal biases and assumptions, and professionally by opening up so many new lines of communication in the non-profit sector. The seminars helped me to reframe my thinking strategy when confronting social issues and were critical to the development of our social issue project on Juvenile Sex Trafficking in



Brianna (back row, 2nd from the right) with PPM board members, volunteers and staff, thanking Congressman Van Hollen for his support of the Maryland Contraceptive Equity Act

Maryland. Learning about all of the things happening in Maryland made me so much more passionate about the work I was doing, both in my project and at PPM. In fact, I have learned so much in every aspect of this program. I now feel like I have a better understanding of myself, the non-profit world, Maryland, and the mission of PPM. I have met some truly incredible and inspiring people during this program-students, mentors, coworkers, etc. I never expected this program to shape me so much, but I have grown in more ways than I can explain. I am so proud to call myself an Alumna of the Walter Sondheim Jr. Maryland Nonprofit Leadership Program and I cannot wait to continue my non-profit career!

Planned Parenthood

LAURA TAYLOR

College of Charleston | Communication

PIGTOWN MAIN STREET

LESLIE LACY

Business District Specialist

TASKS

- Managing Pigtown Main Street's social media by posting about businesses and events in Pigtown
- Managing social media for the Pigtown Community Farmers Market and assisting as a volunteer at the market
- Writing grant proposals for grant programs that support Pigtown Main Street's mission

SITE DESCRIPTION

Pigtown Main Street's mission is to revitalize the Washington Boulevard commercial corridor, Pigtown's main business artery, by improving the aesthetics, promoting branded events, connecting community institutions and protecting the Pigtown identity. Pigtown Main Street believes a vibrant Main Street area is one that engages and connects community members through local businesses, neighborhood events, and volunteer opportunities. The organization's current work is defined by the 2014 Business District Strategic Plan, the product of a community engagement process that brought together community leaders and local residents, business owners, commercial property owners, and elected officials.

- Identifying community blight along Washington Boulevard and regularly reporting issues to 311
- Assisting in the design and writing of documents including the annual report and quarterly newsletter

REFLECTION

My main goal when beginning the Sondheim Nonprofit Leadership Program was to learn as much as possible about the world of nonprofits. My years of volunteer experience had attracted me to the possibility of a career in the nonprofit sector, but I had little knowledge of the logistics that go into running such an organization. Working at an organization with only two paid staff members allowed me a lot of room to explore hands-on the many aspects of the nonprofit. From writing grants to selling Pigtown merchandise to interviewing business owners for newsletter quotes, I was able to try my hand at a variety of tasks during the ten-week internship. This experience combined with the insights I gained through the weekly seminars allowed me to achieve my learning goal.

My favorite part of the program overall was the connections I made both in Pigtown and with the other Sondheim Fellows. I was able to work closely with the Pigtown community members who comprised Pigtown Main Street's planning committees, as well as with staff and volunteers from Paul's Place, another nonprofit in Pigtown. I also collaborated with Sondheim Fellows and staff at Baltimarket and Parks & People Foundation regularly throughout my internship. In my relatively brief time involved in Baltimore's nonprofit arena, I have gained a real sense of the interconnectedness and collaboration within the community benefit sector, which has made me eager to continue my involvement with Baltimore nonprofit organizations.





CEANNE WEST

Towson University | Graphic Design

GIRL SCOUTS OF CENTRAL MARYLAND

Communications

QUANDRA GRAY

Brand & Production Services Manager

TASKS

- Create functional, creative, and attractive designs that communicate the mission of girl scouting
- Work with internal clients to conceptualize projects and create design solutions for diverse marketing and public relations needs
- Follow Girl Scouts USA brand guidelines for all materials

SITE DESCRIPTION

We're 2.7 million strong—1.9 million girls and 800,000 adult volunteers who believe girls can change the world. It began over 100 years ago with one woman, Girl Scouts' founder Juliette Gordon "Daisy" Low, who believed in the power of every girl. She organized the first Girl Scout troop on March 12, 1912, in Savannah, Georgia, and every year since, we've made her vision a reality, helping girls discover their strengths, passions, and talents.

REFLECTION

My experience at Girl Scouts was very memorable. I gained valuable experience working as a designer at a nonprofit. My long-term career goal is to work as a senior designer or art director at a nonprofit; I firmly believe that this experience will help me to get there. My experience working on the social issue paper allowed me to explore an area about which I had little knowledge. I enjoyed working with other fellows and the program and learning about our chosen topic, sex trafficking.





ISAIAH ZUKOWSKI

Goucher College | International Relations and Peace Studies

AMERICAN CIVIL LIBERTIES UNION OF MARYLAND

Legal/Litigation Department

GINA ELLEBY

Legal Program Assistant

TASKS

- Letter drafting
- Complaint review
- Legal research
- Case investigation
- Researcher in MD State DOC
 Prisoner's Rights

SITE DESCRIPTION

ACLU-Maryland is a private nonprofit that defends the civil liberties of those in Maryland state. It upholds the right for all to think, speak, and live their lives freely from discrimination and unwarranted government intrusion. Jurisdictionally, the organization is responsible for meeting the needs of individuals throughout the entire state, though it remains actively involved and engaged in Baltimore where it is headquartered.

REFLECTION

The ACLU taught me a lot about the quotidian hardships folks face every day. It was these repetitious injustices, I learned, that constitute the lofty college theory I had brought in with me to the position. My few months there left me with an infuriating affirmation of the magnitude of serious issues facing so many Americans-from violations of prisoner's rights to housing discrimination to police brutality. I conducted a summer long research project into family rights and access to incarcerated loved ones, such as visitation policies and phone company practices. Uncovering the arcane, austere realities of our increasingly privatized justice system, how it hurts the guilty and the innocent alike (and often confuses the two), really highlighted for me how the state further marginalizes those already suffering within the peripheries of privilege. .







Maryland Department of Transportation Fellows Program

MICHAEL ALLEN

UMBC | Mechanical Engineering

MARYLAND AVIATION ADMINISTRATION

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Office of Maintenance and Utilities

ABDUL BARI

Energy Manager

TASKS

- BWI D/E Connector Lighting Rebate
- Managing/Creating work
 orders in MAXIMO

- Updating Utility Spreadsheets
- Organizing MAC Library and
- fire protection documents



SITE DESCRIPTION

The MAA Office of Maintenance and Utilities is responsible for maintaining and improving all utilities used at MAA facilities. They work to constantly increase the efficiency of lighting, waste removal, HVAC, and electricity, in order to reduce energy consumption and cut energy costs. All of this is done while making sure personnel, BWI/Martin State airport passengers, and tenants are satisfied with their environment.

REFLECTION

Over my past two months of working with the Maryland Aviation Administration (MAA) Office of Maintenance and Utilities, I was stationed at the MAC building just outside BWI airport. During that time, I have learned a great deal, organized several databases, learned about not one, but three computer programs, seen several mechanical systems, mastered Excel, and gained an insight into BWI airport from a unique perspective. At the start of this fellowship my mentor and I formed just five learning goals. In reality I have learned much, much, more. For each of those goals, I also learned about the systems they were applied to, and then observed those systems firsthand. My mentor, Abdul Bari, gave me exposure to as many of the inner workings of BWI as possible. I learned a great deal about HVAC from observing inspections of boilers, Air Handling Units, and pressure vessels. In addition to learning about mechanical engineering practices, and energy management, I also learned a great deal about the hundreds of people connected through BWI. During orientation I was told that BWI is like a small city. That is 100% true, but whether they are increasing the energy efficiency of the airport, or making sure a trip through BWI is a pleasant experience, this work force truly strives to be better. I can truthfully say that my experiences with the MAA have given me a better understanding of mechanical engineering.



SKAA State Highway Athen Instration

ANDREW CICHELLI

Towson University | Business Administration - Project Management

STATE HIGHWAY ADMINISTRATION

Office of Construction (OOC)

SUMALKA WEGODAPOLA

Regional Construction Engineer (RCE)

TASKS

- Update and manage Regional Construction Manual Project
- Document and update Field Officer's certification requirements
- Present Construction Manual

proposal to District 5 Project Engineers

- Coordinate and direct bi-weekly RCE Meetings
- Instruct computer proficiency course



SITE DESCRIPTION

The State Highway Administration's Office of Construction is known for its contract bid processing center and its oversight of Maryland's highway system. It focuses on safety and policy-driven efforts to ensure highway construction projects are completed in a quality manner, from design phase through the construction and implementation phases.

REFLECTION

My experience throughout my internship was challenging but rewarding. Since the first week, I was given the opportunity to have a lot of responsibility in my role. The job description only tells you so much. So, to find out I'd be in charge of completely updating a 400+ page Regional Construction Manual without any previous engineering background, I knew it'd be a challenge. There were several "sink or swim" moments that allowed me to present myself professionally. Proposing the Manual updates to at least 50 subject matter experts, whom were all strangers to me, was daunting at first, but ended up being a truly growing experience. As the Project Manager for this project, I was given the role to coordinate and direct a team full of professionals in an effort to reach a common goal. It was interesting seeing the different social dynamics within this team and then adjusting my managing style to cater to each party. Overall, I'm thankful to have had the experience, responsibility, and a finished project to show for at the end of my internship.

CHRIS DANNA

Towson University | Buisness Management

MARYLAND AVIATION ADMINISTRATION

Human Resources

DIANE WALKER

Director Human Resources

TASKS

- Assist Sr. Class Officer in conducting a salary survey.
- Assist HR Director with the MAA Strategic Plan.
- Write job analysis (analysis, evaluation, conclusion, recommendation).

SITE DESCRIPTION

The Office of Human Resources is one of the subsections under the Division of Administration & Performance Management at BWI Airport. The HR Department is responsible for classification and compensation, employee-employer relations, employment, and recruitment and examinations. There is a wide array of responsibilities that Human Resources cover within a large organization such as MAA. These responsibilities range from an entire recruitment and reclassification process to disciplining employees who have violated any type of rule and regulation within the terms of their employment.

- Draft recruitment flyers, project . reports, and expressions of interest.
- Update employment files using information obtained from the HRIS (Human Resources Information System)

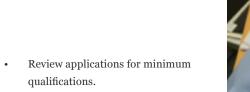
REFLECTION

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My experience as an intern at the Maryland Aviation Administration has allowed me to continue my professional development as I approach the end of my academic career. This was the perfect internship in terms of exposing someone to an actual business environment. No one day was the same, as the tasks are differentiated due to the multiple functions of an HR department. This internship has allowed me to improve my ability to communicate with professionals such as Executive Directors and Administrators. I have been able to develop actual work products and experiences that I can speak about in job

interviews. There is a lot of research and in-depth writing that goes into formulating precise documents whether it is job analysis, job reports, expressions of interests, reclassifications, or position descriptions. Throughout my time at MAA, there has been a re-organization taking place. Thus, I have had the opportunity to assist the HR Director in putting together our section of a 4-year strategic plan. Moreover, I have been able to serve as the coordinator at times when discussing key performance indicators, baselines, and targets with staff members. My main priority upon graduation is to obtain a full-time position within MDOT,

primarily in the area of administration and management. This entire experience has prepared me to show any company or business that I have applicable skills through the training and mentorship I have received from the Director and other staff members within Human Resources. This opportunity has also allowed me to network with many individuals within MDOT and MAA, as I've communicated back and forth with many of them on a daily basis for the duration of this internship. It is my hope to make a career out of this experience.







RACHEL HAGER

Towson University/ Health Science

MARYLAND HIGHWAY SAFETY OFFICE

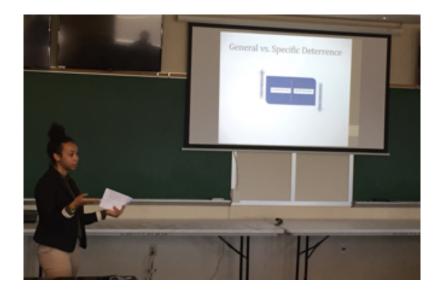
JOHN HIPPS

Law Enforcement Program Manager

TASKS

- Creating and proposing a presentation for law enforcement executives for an enforcement initiative
- Introducing social media platforms and uses into the office space via PowerPoint
- Assisted in employer outreach events
- Aided coworkers in revision of PowerPoint presentations for employer outreach





SITE DESCRIPTION

The Maryland highway safety office is responsible for most of the highway safety programs that are implemented throughout the state of Maryland. MHSO focuses on six main focus areas: aggressive driving impaired driving, occupant protection, distracted driving, highway infrastructure, and pedestrian and bicycle safety. This office also coordinates with the 4 E's (engineer, education, emergency medical services, and enforcement for the highway safety countermeasures. The overall goal of MHSO is to decrease the number of crashes that occur and to improve the roads for drivers to move closer to zero deaths on the road.

REFLECTION

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I learned much more than I had originally anticipated throughout the course of my internship experience. I could be exposed to many different projects, people, and experiences. I have been able to meet individuals all throughout the state and department sectors that have a true passion for wanting to improve the conditions of our roadways and ensuring that people are safe. I am able to connect all that I have learned from MHSO to my career by applying the program evaluation methods and presentation skills I have gained to speak to those I encounter in the public health field. One of the most rewarding experiences was being able to present in front of a board of law enforcement executives and spearhead the High Visibility Enforcement project. I am very privileged to have been given so much responsibility in my internship experience. In addition, I also was able to network extensively throughout MDOT with public officials and other interns. I hope to stay in contact with the people I have met and utilize these connections throughout my career.

MDOT Fellows Program

JOHN MCLEOD

UMBC | Mechanical Engineering

MARYLAND AVIATION ADMINISTRATION

Department of Maintenance and Utilities

AGNES VADASZ

Office of Maintenance and Utilities Manager

TASKS

- Updating contracts in the Maximo System
- regarding various things such as permit meetings and D/E connector meetings
- Reading through various contracts
- Creating work orders for the contractor
- Going on inspections to check work that contractors are doing
- Going to different meetings

SITE DESCRIPTION

The Maryland Aviation Administration's department of maintenance and utilities contract support team has many different responsibilities. The team is responsible for writing as well as managing over 50 contracts. In managing the contract they must keep track of an annual budget as well as a budget called the contract authority, which is good for the life span of the contract. Contract Support must also go on regular inspections to keep tabs on the work that is being done under their contracts, and to make sure that it is up to the high standards that the MAA has.

REFLECTION

The experience I've had at the MAA has been great and I don't think I could have asked for much better. The people that I have gotten to work with have all been very positive and very helpful, and in being so have allowed me to get the most out of this experience. I have learned a lot from small things such as little nuisances in Excel, or even big things such as how hydraulic and traction elevators work. I've learned the process of how a contract is written, and then implemented. I've seen how everything gets tracked and followed through the Maximo System that the airport uses. I have even learned how the airport operates and the many different facets that get people through the security checkpoint, onto a plane, and then up into the air on their way to their destination. These are all things that I wouldn't normally learn in a classroom setting. These lessons as well as experiences that I have had here have allowed me to see more of the management side of things and how much goes into managing and keeping track of everything going on at an airport. These experiences have impacted me in many different ways. I have been given a well-rounded perspective of how engineers, contractors and contract managers work together to solve problems. While I am still very much focused on becoming an engineer, I have become more curious about the management side of things. I hope to maybe combine the two sides, or if not start as an engineer, and possibly later in life work my way over to the management side. All and all this experience has been wonderful, and I couldn't have asked for a better first internship.





CORNELIUS MIDDLETON

Morgan State University | Construction Management

STATE HIGHWAY ADMINISTRATION

Traffic Operations Division

CORREN JOHNSON

Division Chief

TASKS

- Make sure all State Highway Administration contracts consist of everything that it should include
- Document all forms that showed items installed but have not processed correctly for the State Highway Administration.
- Work with field inspectors to position the light signals out on the road during a turn-on.
- Assist the technicians in the phasing of intersections

SHA State Highway



SITE DESCRIPTION

The office that I was fortunate enough to be stationed with this summer did several different task to help the entire state of Maryland. Some of the things the office did was contact contractors with a proposed project and held bids to see what contracting company will be performing the worked for that particular project. Also, the office team leaders will contact BGE to let them know that the need power cut off or installed for a project completion or start.

REFLECTION

Starting off at my internship I was not sure if it was going to be an easy or challenging journey to begin my summer. On the first day I was embraced with welcoming arms by the staff that makes up the entire State Highway Administration division in Hanover, Maryland. I learned so much from everyone in the office. One of the most beneficial thing that happened to me while being at my internship was the fact that my primary and secondary mentor so happen to be the Division Chief (Corren Johnson) and Assistant Division Chief (Kelly Caldwell-Harper). Having both of them in my corner was great, because they had some many different connections with several different departments that I not only just learned about the division I was stationed in, but almost every division State Highway Administration have. I was able to experience a lot of different things that I thought I would never get to experience in a lifetime well at least during college. I was also honored to meet the team leader of District 5 (Anne Arundel) James Roberts who was very influential in helping me with anything I needed. During my eight weeks at the internship I was able to go over to building 2 which houses the sign and signal shop and not only watch but help assist the technicians wire cabinets and set it up to a system which will determine if the cabinet is ready for the road.

MDOT Fellows Program

AMNA RANA

Towson University | *Political Science and History*

MOTOR VEHICLE ADMINISTRATION

Driver's License Services

RHONDA FREEHLING

Supervisor

TASKS

- Helping customers at the kiosk
 machines
- Getting certified for and proctoring all types of law tests
- Proctoring permit tests performed by
 interpreters
- Helping customers at the driver's

SITE DESCRIPTION

The MVA is a government agency that provides transportation related services to customers while implementing state and federal laws. This agency provides many important services such identification cards, driver's licenses, commercial licenses, updated information from medical advisory board, the opportunity for registering to vote, information on driving records, and others. The goal of the agency is to make the customers' experience as quick and as smooth as possible, and to fulfill this goal the MVA offers many online services and selfservice machines. The MVA as a government agency provides public service to people by often interacting on a one-on-one basis.

license Information counter and knowing all laws and procedures relating to driver's licenses and Identification Cards

Observing transactions performed at the counters

REFLECTION

I had a great experience working at the MVA because I gained some invaluable skills and I was able to reach my expectations of the program. I came into this program to see how the government provides services to the people, and I saw that first hand. I was also able to connect some of the very basic things I learned in my American government class to this internship. First, I saw how the government fulfills one of its four responsibilities: providing public service. The MVA provides these services by Interacting with the public one-onone, which is why it can be considered the gateway to MDOT. MDOT itself is very much focused on providing the best service possible to its customers and MVA agents





implement this focus by taking the customer service oath. I was able to see how customer service is provided at the MVA and I was then able to showcase what I learned by interacting with the customers myself. I was able to interact with customers of all ages, races, and backgrounds, which gave me a very well-rounded customer service experience and it allowed me develop my communication skills. The MVA is a legislative agency which implements laws such as the need to verify identification and residency before giving out an ID card, which then becomes the most accepted source of a person's identification and residency. In order to verify these things, the MVA requires certain documentation

from other government agencies such as a social security card. If a person does not have the proper documents, then he/ she must obtain approval from the state tax department, or he/she must bring in the proper immigration documents to verify their identification. The MVA is also connected to the judicial branch for the purpose of clearing up driving records. We also held a few hearings at the MVA regarding restrictions on licenses. Overall, I think that this experience was a great one because as a political science major, I was able to apply my education at a micro level, while also gaining some great skills.



Maryland Department of Transportation

FRANK REILLY

Loyola University Maryland | *B.A Economics*

TRANSPORTATION SECRETARY'S OFFICE

Office of Transportation Technology Services

LISA DICKERSON

Assistant CIO

TASKS

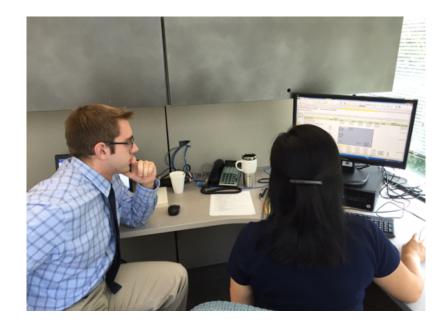
- Data Collection
- Budget Analysis
- Risk/Value Assessment
- Process Analysis
- Project Prioritization
- Portfolio Management

SITE DESCRIPTION

Within the Transportation Secretary's Office, the Office of Transportation Technology Services oversees the functionality of enterprise-wide information technology systems across Maryland's Department of Transportation. This ensures the smooth interoperability of each of the transportation business units within the context of MDOT's initiatives and goals. To accomplish this, OTTS runs a multitude of projects with the aim of updating, maintaining and growing MDOT's IT systems—ensuring that MDOT has the latest communication and data management technology available to meet its needs.

REFLECTION

During the course of this internship I was offered the chance to work with project managers, executive leaders, and finance team members to accomplish many tasks. It was through the development of my final research thesis—IT Project Prioritization that allowed me to learn and contribute to the office's goals. I greatly benefited from the advice and mentorship I received from each of the department's members, along with observational opportunities (e.g. meetings, Excellerator Quarterly Report, etc.), which all contributed to the development of this thesis. The experience I have gained working with the OTTS project management office



has inspired me to pursue a career in the field of IT Project/Portfolio Management. I plan to build upon this prioritization model over the course of the next academic year with an emphasis on IT asset valuation using econometric analysis.

HAHNA SAMUEL

Salisbury University | Sociology

MOTOR VEHICLE ADMINISTRATION

Driver Safety Division

NANETTE SCHIEKE

Chief, Driver Safety Division

TASKS

- Analyze content under the Safety web pages on the MVA website and recommend improvements
- Research information from federal safety partners and other states for best practices and program safety countermeasures for specifics on website outreach and education

SITE DESCRIPTION

The MVA is a customer-service based agency that provides endless resources to the public with an initiative to keep our civilians and roads safe. The Driver-Safety Division, specifically, focuses on building and sustaining partnerships of local, regional, and nationals professionals in driver safety. They also work to develop and recommend policies and procedures to executive staff based on analysis of latest research, best practices, and promising practices. Moreover, they direct statewide strategic action plans for four program areas: young drivers, older drivers, motorcycle safety, and impaired driving.

- Examine website for obsolete and dead-end information and make recommendations for changes
- Make internal inquiries of the business units and project managers to make recommendations for reorganization of the information on current platforms

REFLECTION

My experience at the MVA has provided me the opportunity to successfully reach the professional development goal I set for myself. My goal was to use this internship to improve my public speaking skills, leadership skills, communication effectiveness, and my strategic contribution to the benefit of the company. By attending a meeting on the Older Driver Safety Forum, the Performance Management System Quarterly Meeting, Noah's Law meetings and many more, as well as by holding meetings for the development of the impaired driving webpages, I was able to gain knowledge from those around me, contribute my ideas and questions, and to find connections to conduct data research.







Public Service Law Fellows Program

MICHAEL BULLOCK

University of Baltimore, School of Law

OFFICE OF THE ATTORNEY GENERAL

Organized Crime Unit

KATIE DORIAN

Chief of the Organized Crime Unit

TASKS

- Collaborate with attorneys to allocate projects to other law clerks depending on experience, current tasks, and prior assignments
- Research and draft legal memoranda
 for ongoing cases
- Prepare documents for discovery
- Perform factual investigations for ongoing cases
- Assisted with trial preparation, witness preparation, and legal theory analysis



SITE DESCRIPTION

The Organized Crime Unit of the Maryland Attorney General's Office works with state and federal law enforcement (including, among others, the FBI, DEA, and ATF), as well as the various State's Attorneys' Offices and the U.S. Attorney's Office, to combat the most serious and crippling crime in Maryland. The Organized Crime Unit focuses on widespread, cross-jurisdictional crimes and criminal organizations including violent gangs (both in prison and on the street), high-level drug trafficking organizations, human trafficking rings, and firearms traffickers.

REFLECTION

My experience in the program was incredibly rewarding and exciting. Every day presented a novel issue to explore, ranging from statutory interpretation, investigatory matters, or legal research. The Organized Crime Unit presents a fast-paced immersive experience where law clerks are utilized on a daily basis, focusing on cases with tangible ramifications for the state of Maryland. I was employed at the Attorney General's Office for approximately 8 months, first as a part time legal extern during the Spring 2016 semester, and as a full time law clerk during the 2016 summer. During the summer, I was placed in a semi-supervisory role, assigning projects to junior law clerks in the office, using my discretion to ensure that projects were efficiently and effectively completed. The Organized Crime Unit is unique because of the way it prosecutes cases: it's size and cross-jurisdictional powers allow it to target large-scale gangs and drug trafficking organizations and issue dozens of indictments with the discretion to include or exclude individuals from the scope of the criminal enterprise. The mission of the Organized Crime Unit is to heal neighborhoods plagued by crime and violence. During my experience, I felt like I played an integral part in the healing process of Baltimore City, the city that I am proud to call my home. The UMBC Sondheim Fellowship allowed me to participate in that project.



AMANDA CLARK

University of Maryland School of Law

OFFICE OF THE STATE'S ATTORNEY- BALTIMORE CITY

Special Victims Unit

NATALIE AMATO

Assistant State's Attorney

TASKS

- Legal Research
- Writing
- Evidence Review
- Trial Assistance



SITE DESCRIPTION

The Special Victims Unit investigates and prosecutes crimes involving rape, sexual offenses, human trafficking, child abuse, elder abuse and domestic violence.

REFLECTION

At the Office of the State's Attorney for Baltimore City, I was exposed to all stages of trial and trial preparation. I have drafted memoranda and other pieces of writing for use by attorneys in motions and other filings. I have reviewed evidence, assisted with witness and victim interviews, and helped to build cases with the attorneys. I even visited the Office of the Chief Medical Examiner, pictured above, to become familiar with that very important step in evidence gathering. All of this has given me a better understanding of the criminal law and trial practice. This experience has also given me the opportunity to become familiar with the courthouses of Baltimore City, the judges, and the court system in general, and the life of a criminal case. I have been exposed to a wide variety of prosecution styles and received diverse feedback on my work. These experiences have been invaluable for my professional development. I am more sure now that criminal prosecution is the route I will take upon graduation from law school. I am very grateful to have had the opportunity to engage in this internship with a stipend. This has allowed me the security to devote all of my energy to my job.



Public Service Law Fellows Program

LINDA MORRIS

University of Maryland School of Law

U.S. DEPARTMENT OF JUSTICE

Civil Rights Division – Employment Litigation Section

KAREN WOODARD

Principal Deputy Chief

TASKS

- Assisted attorneys in preparation for litigation by providing legal research and analysis on issues related to employment discrimination
- Drafted research memoranda and argument briefs
- Participated in public interest forums and panel discussions to gain a more comprehensive understanding of civil rights issues
- Attended argument moots and case discussions





SITE DESCRIPTION

The Civil Rights Division of the Department of Justice works to protect the civil and constitutional rights of Americans, including the most vulnerable within our society. The Employment Litigation Section, in particular, enforces Title VII of the Civil Rights Act and other federal laws prohibiting employment discrimination on the basis of race, sex, religion, and national origin.

REFLECTION

My time at the Civil Rights Division of the Department of Justice was one of the most valuable experiences of my legal career. I worked closely with DOJ attorneys in preparation for trial and investigations, which allowed me to learn more about litigation strategy and advocacy techniques. We were able to meet with Vanita Gupta, the head of the Civil Rights Division, and other civil rights attorneys of various backgrounds to discuss pressing issues in our communities and to receive advice for pursuing a career in public service. Perhaps the most meaningful part of my time at the Civil Right Division was the opportunity to gain mentorship from both my supervisors and other attorneys within my office. It was a tremendous honor to learn from and work alongside such passionate, talented, and kind advocates, and I aspire to one day reach their level of skill and professionalism.

Public Service Law Fellows Program

MICHAEL PARDOE

University of Maryland School of Law | Health Law Certificate

OFFICE OF THE ATTORNEY GENERAL

Health Occupations Prosecution and Litigation Division

JANET KLEIN BROWN

Assistant Attorney General

TASKS

- **Drafting Charging Documents**
- Researching State Law for Legislative Proposals
- Corresponding with Experts on cases. .
- Researching case law for precedent .
- Attending administrative hearings

SITE DESCRIPTION

The Health Occupations Prosecution and Litigation Division deals primarily with the administrative prosecution of licensees of the various boards, including the Board of Pharmacy, the Board of Physicians, the Board of Morticians, etc. This division does not handle criminal matters. These administrative actions against a doctor's license could result in a revocation of their license, a reprimand on their license, a temporary suspension of their license, etc. We draft the charges based on violations of the Health Occupations administrative code in Maryland. These violations could include practicing without a license, sexual misconduct, or various other violations.

REFLECTION

This summer I had the opportunity to learn about the Health Occupations Prosecution and Litigation Division of the Office of the Attorney General. I worked on a variety of projects, with the bulk of my experience consisting of drafting charging documents and pre-charge consent orders for the various health occupations licensing boards. We were given a case file and were to sift through the files and determine the relevant information to include in the charges. We then drafted up charges or pre-charge consent orders from the ground up, using prior charging documents as a structural template. I loved this process. It really felt like we had the opportunity to take a case from start to finish with the autonomy that we had in drafting these charges. We worked back and forth on multiple drafts



with multiple attorneys, which made the experience that much more enriching. Each attorney had their own unique style, so it was great to work on my legal writing with a variety of different attorneys. Occasionally we would correspond directly with experts on certain matters, and we also got to attend a number of these hearings or settlement conferences in person at the various boards. I also had the chance to work on a few research projects, one being research for a legislative proposal that the division is preparing for the next session of the Maryland General Assembly. The other research that I completed had to do with researching recent case law to use in assisting attorneys as they prepared their cases. These research projects were a great way to connect with attorneys that I would

not have worked with otherwise.I had a wonderful experience this summer, and I was so grateful to have an opportunity to experience health law in the public service sector first hand. I really enjoyed my summer in public service, and could see myself in a public service related career after graduating from law school. I felt satisfied that the work I was doing would ultimately benefit fellow Marylanders by keeping incompetent health care professionals from endangering patients. This is an important division in ensuring quality health care is delivered to the citizens, and I couldn't have been happier to have played a part. I want to thank this program for supporting me, I could not have afforded to take this position without being selected as a Sondheim Public Service Law Fellow.



CLAIRE ROBINSON

University of Baltimore School of Law

OFFICE OF THE ATTORNEY GENERAL

Organized Crime Unit

KATIE DORIAN

Chief of the Organized Crime Unit

TASKS

- Assist attorneys in production of discovery, including Bates stamping and redacting various documents.
- Provide courtroom support to attorneys during trial.
- Attend meetings with investigators and client interviews.
- Research and analyze legal sources to prepare drafts of briefs or arguments for review, approval, and use by attorneys.



SITE DESCRIPTION

The Organized Crime Unit of the Maryland Attorney General's Office works with state and federal law enforcement (including, among others, the FBI, DEA, and ATF), as well as various State's Attorneys' Offices and the U.S. Attorney's Office, to combat the most serious and crippling crime in Maryland. The Unit focuses on widespread, cross-jurisdictional crimes and criminal organizations including violent gangs (both in prison and on the street), high-level drug trafficking organizations, human trafficking rings, and firearms traffickers, just to name a few.

REFLECTION

I have immensely enjoyed being a Law Clerk at the Organized Crime Unit of the Maryland Attorney General's Office. Early on, I realized that this was not going to be the typical internship that involved making copies, sealing envelopes, or running errands all day (while these tasks did occur on occasion). From the very beginning I was thrown into the middle of several cases, working alongside the attorneys and investigators.

Internships offer great ways to gain experience and make connections. I was

incredibly fortunate to be surrounded by such an amazing, brilliant, insightful, and inspiring group of mentors who were willing to take the time to have an active, personal interest in my development of becoming a lawyer. Under their guidance I have gained confidence in my legal researching and writing, strengthened my work ethic, and obtained insight into many opportunities available for young attorneys.

One of the key reasons why I wanted to be a law clerk at the Organized Crime Unit was to gain real-world experience in criminal prosecution in order to put myself in a better position to make choices about my future career. Through my internship I was able to confirm my passion for criminal law, and I plan on pursuing that career path upon graduation from law school.

I am sad that my time at the Organized Crime Unit has come to an end, but I am incredibly thankful for the amazing opportunity that was given to me.



BECOME A 2017 FELLOW

Applications are accepted between December 1 and March 15

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Eligibility Criteria:

Governor's Summer Internship Program

- Junior or Senior in Fall 2017
- Attending a Maryland institution OR a current Maryland resident
- GPA 3.0 or above
- Available May 31 August 11, 2017

Walter Sondheim Jr. Maryland Nonprofit Leadership Program

- Junior or Senior, or graduate student enrolled in Fall 2017
- Attending a Maryland institution OR a current Maryland resident
- GPA 3.0 or above
- Available May 31 August 11, 2017
- •

Maryland Department of Transportation (MDOT) Fellows Program

- Senior in Fall 2017
- Attending a Maryland institution OR a current Maryland resident
- GPA 2.7 or above
- Available June 12-August 4, 2017

Walter Sondheim Jr. Public Service Law Fellows Program

- Attending a Maryland law school (UB or UMD)
- Rising 2L or 3L in Fall 2017
- In good academic standing
- Available May 16-August 11, 2017

THE SHRIVER CENTER AT UMBC

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