

2014

UPIC Magazine, Issue 3

Center for Career and Professional Development

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UPIC MAGAZINE STAFF:

Alex Nix – Graphic Designer
Valerie Smith – Writer/Copy Editor
Kendyle Seay – Photographer
Ben Morgan – Photographer

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A LETTER FROM THE ASSISTANT DIRECTOR



It is my pleasure to introduce this edition of the UPIC Magazine.

For three years the UPIC program has provided unmatched experiential learning opportunities for Clemson students. The program has grown in the past year to provide 849 career development opportunities. The Center for Career and Professional Development (CCPD) was named as the No. 1 career services nationally by The Princeton Review. In addition, the UPIC program was recently noted as a factor in Clemson University receiving the Talent Award at the Association of Public and Land-grant Universities (APLU) fourth annual Innovation & Economic Prosperity University Awards. It has been rewarding to be a part of this innovative program.

As an Assistant Director and Program Coordinator with UPIC, I have the enviable task of conducting site visits each semester with our participating interns and mentors. The site visits provide an opportunity to check in with the mentors and interns and discuss intern projects and progress. These visits give our staff a chance to see the work environment, know the work interns are performing and make a more personal connection with our mentors and interns. Over the course of multiple semesters, we really come to know about the opportunities provided for our students and to see the professional growth of continuing interns.

It is amazing to witness so many bright, accomplished and engaged students developing workplace skills and pursuing their career interests.

Our students always mention the valuable professional lessons they have learned, the technical skills and other abilities they have developed and how they feel more prepared to enter their chosen fields. It is especially rewarding to see our graduating seniors have successes in the interview process, whether for full time jobs or graduate schools. They are equipped with professional workplace examples that demonstrate their applied knowledge and workplace acumen that impress potential employers and graduate programs.

One of the hallmarks of the UPIC program is the individual attention provided to our interns by our professional staff and the interns' mentors. It has been a joy to see students go from uncertain interns to confident professionals and to continue to hear of their professional pursuits after graduation. Our interns have support during their internship, and they leave with the confidence that they can be successful in whatever field they choose to pursue.

In the past year, we have enhanced our intern orientation programs, continued to provide forums for mentors to interact and discuss mentoring practices in our Lunch and Learn series, and enhanced our Career Internship Course (INT). I can't wait to see what the next semester and coming year bring for the UPIC program and for our students.

Sincerely,

A handwritten signature in black ink that reads "Lisa Robinson".

Lisa Robinson, JD
Assistant Director



GET TO KNOW THE UPIC STAFF



HENRIETTA MAINDIDZE

Optimization Intern

Interests: International Travel

Universities Attended: Clemson University

RESPONSIBILITIES:

Creates the monthly newsletter, communicates with UPIC interns and answers questions about UPIC.



JAIME PHIPPS

Graduate Assistant

Interests: Running

Universities Attended: Florida State University, Clemson University

RESPONSIBILITIES:

Assists with internship site visits and creates professional development opportunities for interns



TONI HEDDEN

Program Coordinator

Interests: Good Campfires/Outdoor Activities

Universities Attended: Western Carolina University

RESPONSIBILITIES:

Coordinates payroll, orchestrates emails and assists interns with hours.



COLLEEN LASHLEY

Program Coordinator

Interests: Crafting/Cooking

Universities Attended: Western Washington University

RESPONSIBILITIES:

Coordinates payroll, orchestrates emails and assists interns with hours.



LISA ROBINSON

Assistant Director of the UPIC Program

Interests: International Travel

Universities Attended: Cornell University, Boston College

RESPONSIBILITIES:

Conducts site visits, assists with mentor and intern training and provides career development counseling.



JENNA TUCKER

Assistant Director

Interests: Concerts/Music/Reading/Writing

Universities Attended: Clemson University

RESPONSIBILITIES:

Assists with intern and mentor training, conducts UPIC site visits and provides career development counseling.



CAREN KELLEY-HALL

Associate Director of the UPIC Program

Interests: Upcycling

Universities Attended: Lander University, Clemson University

RESPONSIBILITIES:

Instructor for UPIC's internship courses, conducts site visits and provides advising and counseling.



TROY NUNAMAHER

Director of Graduate and Internship Programs

Interests: Automobile History/National Parks

Universities Attended: Wittenberg University, Clemson University

RESPONSIBILITIES:

Manages internship programs and budgets, assesses program effectiveness and provides career development counseling.



IAM JOHNSON

ARCHITECTURE INTERN


Liam Johnson, a third-year architecture major in the College of Architecture, Arts and Humanities, has found his niche as an architecture intern at the student-run, large-format print business, Campus Banner & Design (CB+D). Johnson says he chose his major because he has always been fascinated with a building environment and how spaces play into how a person feels. Although he had a hard time picking a specific major, he felt that architecture would allow him to become a jack-of-all-trades, so to speak, and he feels he has made the right decision.

Johnson received the internship position at CB+D in the fall of 2014 after speaking with the Dean of Students and Tina LeMay, creative director of Student Affairs Publications. They were actively pursuing someone who could fill the position, and according to Johnson, "It was a relief to know that I'd get work experience and earn a little bit of money." Although the job started with projects like updating to a 3-D visual campus map and new designs for remodeling the University Loggia, it expanded into 3-D printing. This gave him an advantage in that he began learning Rhino®, a commonly used program used in architecture, long before his peers.


Being an architecture intern at CB+D has other advantages Johnson says. 3-D printing is a tool that can be used for rapid prototyping to test

ideas on-site, a top-of-the-line technology only a few Clemson students can access. According to Johnson, this is the best part of his internship because it provides the opportunity to create things and see ideas go from the computer screen to being a physical object you can hold in your hand. Although print time varies based on size, he says, "The final product is worth it."

Becoming a UPIC intern at CB+D has given Johnson his first experience working in an environment where he could enhance the skills necessary for his desired career. He says being in an office environment definitely helps. "Most of the jobs I looked at previously were smaller summer jobs," Johnson says. But his UPIC internship at CB+D provides opportunities for much more than just an extra income. It gives him the opportunity to challenge himself in what he has learned in his major and what he has learned during his time as an intern. "The deadlines and planning necessary for creating sales items for CB+D help keep me challenged, engaged and goal-oriented," he says. Johnson is confident the skills he has gained as a UPIC intern with CB+D will be a great help when he gets into his career field after graduation. ▀



3-D printing is a top-of-the-line technology with capabilities that only a few Clemson students can access.







ALEXANDRIA ELLIOT

ONLINE MEDIA AND RESOURCE PRODUCTION INTERN

Marketing is a huge aspect of business in our world today. In some ways, Clemson University can be thought of as a huge business. In part, because the University uses marketing to stay competitive when compared with other public, land-grant institutions. Alexandria Elliot is a senior marketing major with a management minor in her second rotation with UPIC. In her role as a UPIC online media and resource production intern, Elliot helps market the University's online courses.

Elliot says the online courses Clemson offers are similar in intensity when compared to traditional courses taught in a classroom on campus. She says sometimes students believe that online courses can be much harder, as a student may be traveling or working and not have the time to meet with other students or the professors during office hours. Elliot, along with a team of UPIC interns, works to make the University's online courses more plausible for students — regardless of age, gender, ethnicity and outside interests — with the use of Adobe® Creative Cloud® products such as Photoshop® and Illustrator®. In addition, Elliot also works on informing students about some of the challenges of taking online classes such as not meeting with professors face-to-face. This is also where some of her marketing experience comes into play. The bottom line that summarizes her team's goal, Elliot says, is "in order to advertise the product, we have to know who the audience is."

Right now, Elliot and her team are developing ads for online classes and creating the styles for each picture that may be used for these ads. Elliot explains the ads they are currently working on are meant for students who take classes online, meaning the audience is based on Clemson University's academic community: students, faculty and even staff. In launching an ad campaign, the University aims to attract potential students for the online classes. Because online students aren't necessarily plugged into events on campus, "We want students to feel like they are still connected to Clemson even without associations to football, news headlines or the Cooper Library," Elliot says. The goal is to make the online courses comfortable for everyone with the program's flexibility. If a student travels a lot, works full time or perhaps does schoolwork at odd hours, the opportunity to take online classes is there to make their college education as successful and fulfilling as possible.

Elliot and the other UPIC interns she works with meet with their mentor twice a week, which allows them to show their progress so far, receive suggestions and to ask questions. Elliot says working with a mentor "helps with professional development and for receiving advice on our résumés." She says their mentor also teaches them about professional communication, time management and the business casual dress code.

When outlining Elliot's duties throughout a typical week, she says, "All of us manage

All of us manage different things as a team. We have to play to each other's strengths and weaknesses.



different things as a team. We have to play to each other's strengths and weaknesses." Everyone becomes involved with some of the photography and editing for pictures that go into the ads, taking photos and sharing them in a digital sharing folder they set up. The team will meet and compare their different assignments, so that they can select the best and combine them for a single project.

In the future, Elliot says she wants to work in business-to-business sales, helping businesses share their products to other businesses. In this

UPIC internship, Elliot says she is learning the importance of getting to know a customer by understanding who may be interested in Clemson University online classes. Simultaneously, the internship is teaching her a lot about marketing and sales, and Elliot says she is very satisfied with her internship. Elliot plans to keep working with UPIC in the same position in the spring of 2016. ▽



R. NANCY MEEHAN
UPIC MENTOR

Nursing is a high-demand career in the United States, and it is helpful to have someone seasoned in the nursing field to teach and train student nurses. The Clemson University Nursing program is a unique and important program at Clemson. It is a program for all undergraduate nursing students, whether they are first-year students or seniors. The program also consists of an accelerated program, which is for students who already have an associate's degree

in nursing, and who come to Clemson University for a Bachelor of Science degree in nursing. Because hospitals are encouraging their nurses to go back to school and obtain a Bachelors in Science, these nursing students are already considered Registered Nurses (RNs), but come to Clemson University to earn the advanced degree in just a year.

UPIC mentor, and Clemson University professor, Dr. Nancy Meehan teaches classes on nursing and trains UPIC interns in the nursing field. Dr.

Meehan is the head of the Clemson University School of Nursing (CUSON) Honors program

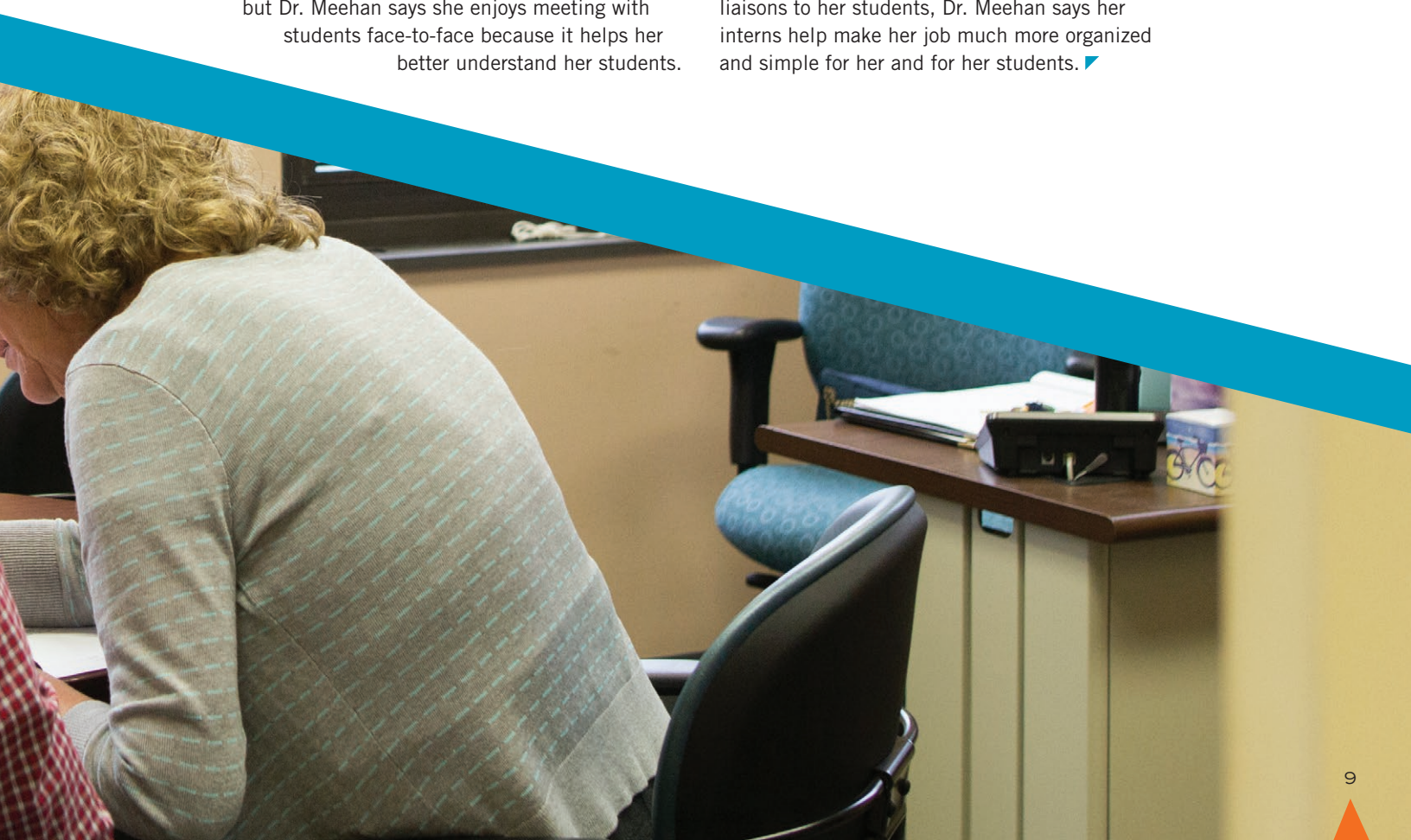


UPIC mentor Dr. Nancy Meehan teaches classes on nursing and trains UPIC interns in the nursing field.

at Clemson University and also teaches two sections of Nursing — Nursing 1400: Computer Applications in Health Care and Nursing 8500: Information and Control Systems for Nursing Leadership, a class she created for graduate nursing students.

In 2012, Dr. Meehan started mentoring UPIC interns. She says she enjoys her interns because they work as “translators” between her and her students, helping her communicate her ideas to students as well as providing her with students’ feedback. “Verbal communication with my students isn’t as good as it used to be,” she says, but Dr. Meehan says she enjoys meeting with students face-to-face because it helps her better understand her students.

Dr. Meehan’s Nursing 1400 sections are undergraduate courses designed to teach students about computer applications in healthcare. This is the initial class first-year students have after leaving high school, so the transition from high school to college is still a factor in the course. Dr. Meehan’s UPIC interns help make this transition easier for students, assisting in teaching and writing test reviews and questions. Another area UPIC interns get experience in is in managing the CUSON website, which she says her interns have made come to life. From assisting with projects and tasks to clarifying techniques and acting as liaisons to her students, Dr. Meehan says her interns help make her job much more organized and simple for her and for her students. ▽





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JOHNSTON THAYER

NURSING INFORMATICS INTERN

Nursing is a career that is in high demand in the United States. While the human population grows every day, nurses must focus on helping as many hospital patients as possible. Clemson University is working to prepare the next generation of nurses to tackle the challenges that come with the field of medicine through the Clemson University School of Nursing (CUSON).

UPIC intern Johnston Thayer is one of the many students in the Clemson School of Nursing right now. As a nursing informatics UPIC intern that works under the Clemson University Nursing department, Thayer assists in anything related to nursing, such as informatics, the applications of technology, organizing and working as a translator between students and Thayer's professor and UPIC mentor, Dr. Meehan.

Thayer says he has spent a lot of time this fall helping Dr. Meehan with the two sections of the Nursing 1400: Computer Applications in Health Care course. The class works through a module a week, and Thayer's help never falls short here because the students always have questions.

Thayer also leads discussion groups for students, sitting down with those who have problems with the class or nursing in general.

Occasionally, Thayer makes up surveys for students to take. The students can then provide feedback on the class and Thayer's help. He helps with a total of 120 students right now. Thayer also says the internship works well with his personality. "I love to get things done. I can't

stand sitting around with nothing to do. I feel like I always need to be productive," he says.

Thayer also mentions that he loves to work with the process of improvement. In the spring 2015 semester, Thayer was able to help out with developing the Clemson University School of Nursing Honors program's website. Although the CUSON Honors program has been around for a while, most students didn't know about it. "When I was invited to join, I said no. I had no idea what the program consisted of. Someone basically asked me, 'Hey, do you want to join the Honors Nursing program?'" Thayer said. Using this knowledge from his own personal experience helped him improve the website. The site now gives more information pertaining to why someone should join the CUSON Honors program and how students would benefit from it, making it more persuasive and fun. For example, the Web page now mentions that CUSON Honors students will have the chance to get published in scientific journals and medical and nursing journals, and this is information that helps students boost their résumés before graduation. As Thayer improved the website, he created his own Clemson University specific Web page. He also took the step to call different honors nursing programs across the country. He was able to get in touch with the Dean of Penn. State University, one of the top honors nursing programs in the nation, for suggestions. This was one of Thayer's own projects in his UPIC internship, and he enjoyed enhancing his skills and experiences.

Thayer says he has loved his UPIC internship. This semester is his third and last round with UPIC, as he graduates from Clemson University in Dec. 2015, and he says that this internship will be extremely beneficial to him in the future as he goes into the nursing field. He learned more about professional communication, time management and how to work with different personalities of people and may look into a clinical project manager position when he graduates, similar to the nursing informatics class he helps with in this internship. ▽



“He learned more about professional communication, time management and how to work with different personalities of people and may look into a clinical project manager position when he graduates, similar to the nursing informatics class he helps with in this internship.”





KATHERINE ABRAMES

SOCIAL MEDIA MANAGEMENT INTERN

A very important aspect of Clemson University is its Faculty Senate Office. The Faculty Senate was put into effect approximately 50 years ago to serve as an official representative body of faculty that provides a connection between faculty and administration. The Faculty Senate is currently made up of three main individuals: President James McCubbin, Vice President Mary Beth Kurz and Secretary Peter Laurence. They work to review and suggest policies and procedures that then go into the Faculty Manual. UPIC intern Katherine Abrames works alongside the faculty, her mentor Monica Patterson, coordinator for the Faculty Senate, and a team of UPIC interns, to improve the Faculty Senate.

As a social media management intern, Abrames assists with the online presence for the Faculty Senate. Abrames posts events, news, Faculty Senate meetings and blog posts on the Faculty Senate social media platforms. This semester she has been assisting with the Class of '39 Award for Excellence event. This annual event awards nominated faculty members for their excellence and commemorates the faculty names that have made extraordinary accomplishments for the University. The award winner's name is permanently placed on a plaque by the Tillman Bell Memorial in the Carillon Gardens. The nominations begin in the spring, and interns must plan for the weather for the ceremony event and other small details. The Class of '39 Award for Excellence is an incredibly competitive nomination with last year's nominations amounting to 20 faculty members.

Abrames also works to contact new senators and learn more about them. The senators rarely have time to put together a bio for themselves, so it has been one of Abrames' duties to help compile them. In doing this, she must research their extra curricular activities and University duties. This is a task that includes calling and emailing people a lot — especially chairs of committees and individual senators on a day-to-day basis. "As a student, you get to know your professor through their office hours. But there is so much more to a professor's life than teaching," Abrames says. She mentions that learning about the professors is her favorite part of her UPIC internship because the faculty impacts so many different parts of campus. Abrames has to gather these facts and write bios based on the professors' life, so she gets to know faculty on a deeper, more personal level. "The professors are always brilliant. It makes it nearly impossible to write a single paragraph for their bios," Abrames says.

Each Faculty Senate intern has a different job relating to something in the office as a whole. There are a few major parts for the interns to work on: "There are just plenty of different duties in the office," Abrames says. This is Abrames' fourth semester with UPIC, and she plans to enroll in another UPIC internship in the upcoming spring semester. The spring internship will be her final internship, as she is a senior and is expected to graduate in May 2016. Abrames aims to go to graduate school for security policy with a potential emphasis in China. Her end goal is to obtain a position with a foreign agency in the D.C. area. ▀

“She mentions profiling the professors is her favorite part of the internship because the faculty impacts so many different parts of campus.”



Nov. 9-13

Crowe = FS meeting 11/10
W/10/10
Summaries
Hunter = help finalizing minutes +
BSRS FOR MOWKA'S REVIEW
print off FS materials

wrenne = inside clemson tweets
Kring - interviews (Wesley)
Wesley = 1st vote 1/0
email Cal Becker name + bio (1/1)
Kate = Antonis Year in Review
story arc development
SM from Nov. meeting
Add FORUM

Nov. 15-21

Hunter = BRS finalized
wrenne = inside clemson tweets
finalize new employees
Wesley = organize minutes from year
139 event pre-paration
UPIC Site Visit (1/16)
Finalize SM checklist + 2:30 service
UPIC article events



ELLEN McCLAIN

FINANCE INTERN

Clemson University UPIC interns work with the Office of the Vice President for Finance and Operations to provide data-driven decision support in identifying optimal financial planning solutions and developing integrated business strategies for efficient resource utilization. The office consults with many departments across campus including a recent project with Clemson University's Police and Fire/EMS Departments. The office partnered with key departmental staff to analyze current operations and develop long-term financial projections, insuring efficient use of resources and adequate funding for future needs including staffing, vehicles, and technological upgrades.

Kellen McClain is a double finance and math major, working his second rotation as a UPIC intern with the Office of the Vice President for Finance and Operations. McClain says his classes and internship with UPIC are related because of the connections with finance and higher education, including accounting and financial analysis.
McClain

has performed several key benchmarking and analytical assignments related to the Police and Fire/EMS business planning project during his UPIC internship. In addition, McClain and his fellow UPIC interns assist with the ongoing collection, analysis, and presentation of key data metrics for Brett Dalton, Vice President for Finance and Operations. Dalton utilizes these metrics in presentations to stakeholders including Clemson University's Board of Trustees, State House Ways & Means Committee, and multiple Bond Rating Agencies.

McClain has enjoyed his UPIC internship saying he has loved working with all the different people. His favorite part of the internship has been the opportunity for learning and engagement in his chosen field. McClain attended a planning meeting for the Zucker Family Graduate Education Center and had





the opportunity to meet Directors, Faculty, and Senior Leaders at the Clemson University Restoration Institute (CURI). He commented that as a UPIC intern, it was gratifying that his contributions and analysis were presented to University leadership and helped drive planning discussions.

McClain says he really values the UPIC internship program at Clemson because there are numerous internship opportunities that fit students' career goals. McClain's UPIC internship revolved around higher education finance, financial advising, and consulting, but he also has a passion for personal financial planning. The UPIC experience has broadened his knowledge of finance and given

him a different perspective that he can utilize in his chosen career path. McClain recently had an interview with both AXA and Vanguard advisors for personal financial planning and says he wants to pursue a career in either financial planning, personal financial planning, or financial advising once he graduates from Clemson in May 2016. ▸

There are numerous internships to choose from that fit your career goals.



TYRAH PERRY

SUPPLY CHAIN INTERN

Tyrah Perry, a first rotation UPIC intern, has learned this semester that finding a career path that fits can sometimes be a process of trial and error. A junior business management major at Clemson University, Perry is a step closer to knowing her path thanks to the UPIC program. Already having experience with supply chain and business management in high school for the school's theatre led Perry to her position as Supply Chain Intern with Campus Banner & Design (CB+D), Clemson's student-run, large-format print and design business. Since CB+D is a small business, the jobs can vary with what she is assigned to do. With this internship, she has learned more about supply chain and business management. "I never realized in supply chain, there is not only management, but also different branches of business such as the products associated with the graphics industry," Perry says.


In her UPIC internship, Tyrah focuses on inventory, cost bids and analysis: "I compare prices from vendors to see the best cost for each product, and I log inventory, checking CB+D's storage area to make sure we have enough materials for the designers and making sure everything is labeled the right way." To avoid conflicts or obstacles in her projects, Perry keeps herself organized with everything she is assigned, which allows her to apply her skills in a real-world setting.

Perry's mentor, Senior Graphic Designer for Student Affairs Publications, David Bishop, has taught her how to interact and communicate with upper-level management. She says her


mentor is "always accessible and willing to share knowledge or answer questions when needed." This communication between intern and mentor is an important aspect of UPIC internships that help ensure success for mentors and student interns as well as the departments they work in at the University.

Perry has enjoyed her UPIC internship at CB+D. "The atmosphere is really relaxed and I have enjoyed the interaction I have with the other interns at Campus Banner & Design," she says. Perry also describes herself as a people person and shares that one of the things she learned is she would rather work with the public in place of working at a desk. She says that although this internship showed her supply chain management isn't what she wants to do for a career, the internship has given her usable, real-world experience she wouldn't have gotten inside a classroom setting. It helped to further narrow her focus on her career goals and gave her skills she can use in future courses and job opportunities. "It was a good opportunity for me to find out what I wanted from a career in business," Perry says.

Perry plans to study abroad in the spring 2016 semester with Clemson's Business in Paris program. She is also expected to graduate in Dec. 2016 and wants to continue her education at Clemson University and pursue a Master of Business Administration. ▽

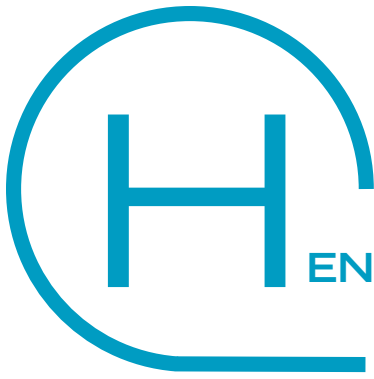


To avoid conflicts or obstacles in her projects, Perry keeps herself organized with everything she is assigned, which allows her to apply her skills in a real-world setting.





all wrap



ENRIETTA MAINDIDZE

OPTIMIZATION INTERN

UPIC internships are designed to help students who want to gain valuable career experience and embrace new opportunities. Senior and third rotation UPIC intern Henrietta Maindidze started working with UPIC in the fall 2014.

While double majoring in global politics and communications, Maindidze worked as an optimization intern with the UPIC program office at Clemson University. Henrietta's responsibilities consisted of writing the UPIC newsletters, oversight of the mentor and intern spotlights written for the newsletters, and corresponding between student interns and the UPIC office as well as various other assignments. In her position, Maindidze gained a lot of experience with digital media, public relations (PR) and marketing, which also improved her writing, communication and formal career practices.

Maindidze says her favorite part of working with UPIC was creating marketing materials such as flyers and poster, as she also earned a Marketing Minor Certificate from Clemson and is able to use those skills in her position. There were also aspects of her position that challenged her such as the branding change of Clemson's Center for Career and Professional Development (CCPD). Through the implementation of the rebranding,

she says she worked on multiple drafts of the newsletter's format.

Throughout her time with UPIC, Lisa Robinson, associate director of the UPIC program, was Maindidze's mentor. Maindidze shares that she and Robinson had a really great relationship together. She says Robinson gave her room to grow and helped her in other areas outside of her internship as well: looking for potential job opportunities, helping with academic questions and answering personal questions along the way.

In her final rotation as a UPIC intern, she worked on a manual for the next UPIC intern that would fill her position. The manual will help interns further understand the job responsibilities associated with her position. Maindidze's position as a UPIC intern has helped her develop professionally, and she knows the skills she has learned will help her when she graduates. ▀

“She says Robinson gave her room to grow and helped her in other areas outside of her internship as well: looking for potential job opportunities, helping with academic questions and answering personal questions along the way.”





CAROL FOSTER-MOSLEY UPIC MENTOR

There has always been a high demand for chickens in the United States, as the country depends on these birds for the majority of the population's diet, and the amount of eggs we eat has only increased over time. Clemson's Extension Morgan Poultry Farm keeps their flocks of chickens healthy for Clemson research as well as for chicken and egg sales to the public. The Morgan Poultry Farm owns flocks of a variety of chickens — black austrorlors, white brahmas, leghorns, Rhode Island reds, welsummers and baby broiler chicks — and is a part of Clemson Cooperative Extension Services.

Ms. Carol Foster-Mosley is the current manager and UPIC mentor for the Morgan Poultry Farm. Many UPIC interns interested in agriculture obtain positions with Ms. Foster-Mosley. Foster-Mosley has been with the Morgan Poultry Farm since Dec. 6, 1988, and has worked as the manager since 2003. She became a mentor a year and a half ago with UPIC and has enjoyed it ever since. "I think it is a good opportunity to take students out of the classroom and allow them to do hands-on activities in the field," Foster-Mosley says. She says she loves helping young people learn and likes for people to discover the farm to fork concept: the concept of community-produced food systems because the less time and fewer hands for food to get from the farm to the dinner table, the fresher the food will be. Foster-Mosley believes this approach gives consumers more information as to where food comes from. She also instructs her interns on farmer's skills that some may not realize farmers have like understanding business, taxes and calculations on the feed and fertilizers.

Foster-Mosley loves watching her students realize how difficult it is to train somebody else on the farm. "It is easier to do something, but it is twice as hard to teach somebody else to do it," she says. According to Foster-Mosley, managing is always more challenging than most people think

it is, although she feels comfortable in training interns herself.

One of her favorite things as a mentor has been participating in the staff development plan. Foster-Mosley says she met so many different people with varying backgrounds, and it has allowed her to have ample networking opportunities. She says, "This was the best thing I ever did — meeting these people."

Foster-Mosley does her best to teach correct information to all the interns and workers because there can be a lot of misinformation about chicken farms. Morgan Poultry Farm feeds its chickens with a local diet. Their baby broiler chickens will be four to five pounds in a few weeks. Broiler chickens are born to be large in size, which is similar to cows being bred specifically for beef or dairy. A broiler gets big as a baby naturally, so the Morgan Poultry Farm doesn't feed them steroids. She informs many that she doesn't fill chickens with hormones to get them fat. She also doesn't feed antibiotics to her chickens; instead, eggs are thrown out after 14–30 days so there is no drug residual in the egg or meat.

Foster-Mosley enjoys working with the Morgan Poultry Farm, as she loves to teach young people about agriculture. With a shortage of employees, the higher quantity of interns she hires through the UPIC internship program allows her to get things done in a reasonable amount of time so she can move on to other projects. Morgan Poultry Farm provides a safe environment for UPIC interns to learn about agriculture, while also supplying the necessary amount of help Foster-Mosley and the Morgan Poultry Farm needs. ▀



With a shortage of employees, the higher quantity of interns she hires through the UPIC internship program allows her to get things done in a reasonable amount of time so she can move on to other projects.





KENNETH FINCANNON

MORGAN POULTRY FARM INTERN

The Morgan Poultry Farm raises chickens, both as a business and in educating Clemson University students. One such student, UPIC intern Kenneth Fincannon, worked at Morgan Poultry Farm over the summer 2015 before starting his senior year of college at Clemson University in the fall 2015 semester. In doing so, he was able to learn a lot more about chickens than just their daily lives. Fincannon is a senior animal science major with ambitions to work as a manager in an agricultural facility that handles animals, trains people and works with equipment. The UPIC internship contained numerous responsibilities for Fincannon including caring for Morgan Poultry Farm's many chickens. Fincannon not only took care of the birds, but also had to upkeep the facility, operate equipment and train other student workers how to use the same equipment. He also trained the student workers and new hires on how to work machinery in a safe way that wouldn't hinder the facility. The animal and veterinary science department has two pens attached in the lab facility for the turkeys. Fincannon had to safely dispose of the pens that hadn't been maintained, and he mentions he was one among certain workers on the farm who are training to be certified to test for different poultry diseases. However, he remarks one of his favorite experiences with his UPIC internship at Morgan Poultry Farm was in relocating wildlife when they tried to break into the chicken pens, which involved a six-foot black snake and many groundhogs.

Although this particular internship wasn't located directly on campus, it is still a part of Clemson University as a branch of Clemson Cooperative Extension Services, which are regularly used for educational resources and research

opportunities. The University's Veterinary and Science department frequently has class at the Morgan Poultry Farm to teach students about animal and veterinary science techniques in relation to poultry. The goal of the Morgan Poultry Farm is to educate Clemson students, give educational tours to the public and to sell eggs and birds to individuals who want to start their own flock. Pendleton High School's special needs department also comes out to learn life skills at the poultry farm.

Fincannon shares how UPIC also allows students to attend a good number of seminars. In particular, he participated in a seminar about anxiety and depression when working with animals. He also attended an animal extremism seminar that informed him about the different extremism groups of animals. The seminar discussed why animals should be used in the farming industry and educated him about various organizations. He says he wouldn't have had these opportunities without UPIC. Fincannon highly enjoyed his UPIC internship experience at Morgan Poultry Farm. He will be able to show others a variety of skills on his résumé, including being able to lead and train others. He will also be able to show how he worked in a professional environment. "This will be great to show to other jobs," Fincannon says.

"I am very satisfied with the experience and pay that UPIC has provided for me. I made enough money for the summer credits I participated in. UPIC not only pays you enough, but it provides you an internship that relates to your interests and classes," he says. Fincannon hopes to work with Clemson Extension Service, one of the University's research branches, or with the state of South Carolina after graduation. ▀

"I am very satisfied with the experience and pay that UPIC has provided for me. I made enough money for the summer credits I participated in."





RACHEL KILBURN

FOOD SYSTEMS PROJECT INTERN

“You are what you eat” is a common phrase, but many may not know how it holds truth. People must eat healthier foods in order to form a healthier human population. Junior marketing major and food science minor Rachael Kilburn wants to help make the accessibility for healthier foods more recognizable to the public. Kilburn worked with the Food Systems Project Team with UPIC through Feed & Seed during the summer of 2015.

Feed & Seed is a conceptual business with plans to start an office in Greenville, SC for a community garden and farmer’s market. Feed & Seed is trying to build a farmer’s market in the Greenville area so that individuals have a greater access to fresh and healthy produce. Eating a healthier diet starts with the consumer. Feed & Seed believes consumers need to be more educated in the benefits of having a balanced, healthy diet and that it is necessary to know the difference between eating local foods versus processed foods. This will increase the demand for healthier products, and consequently, farmers will then be able to increase the amount of their products. Local farmers are already connecting with restaurants, super markets and local grocery stores, but they still have a long way to go.

In her UPIC internship, Kilburn worked in the office for Feed & Seed, compiling numerous spreadsheets and calling lists of people for contact information to build a farmer’s market inventory in the Upstate. She also formed surveys for farmers in the farmer’s markets in order to get information on how to enhance the amount of people that already come to these markets. As a result, Kilburn was able to make many connections with farmers and even received some of their products for free.

“One time, we met a lady in the Greenwood county farmer’s market who offered me an internship at her farm. There are bees, animals,

foods and slaughterhouses that make her farm completely sustainable on its own,” Kilburn says.

Kilburn helped a fellow UPIC Intern Abigail Keaveny work on the layout options of a new meat lab for Clemson University. “We had to plan how the animals would run into the building and straight to the slaughterhouse so that there were less safety issues,” she says. Kilburn says she had to research other universities with top meat labs in the nation, such as Auburn University. Kilburn expresses how passionate she is in wanting a new meat lab saying, “I want a better meat lab, since Clemson University is an agricultural school. I know a huge portion of the student body here is interested in agriculture.”

This UPIC internship has inspired Kilburn to shift her passion to food science. She started at Clemson University as a biology major and eventually changed her major to marketing. However, she still missed the biology aspect of things and pursued a minor in food science. Kilburn loves that she learned a lot about organic farming and how lucrative it is in comparison to non-organic foods. She was also able to enhance her people skills and communication strategies, especially when it comes to marketing. Kilburn says she enjoyed being around the team of people she worked with in her UPIC internship because they all shared an interest in nutrition and health. “This is a very farmer-friendly state,” she says. As a result of this internship, she says she also became more conscious of what she eats now. Once she graduates, she hopes to get involved with something like Whole Foods® or the Swamp Rabbit Café in Greenville to market the need for more natural foods. ▽

“Eating a healthier diet always starts with the consumer.”





ABIGAIL KEAVENEY

FOOD SYSTEMS PROJECT INTERN

Have you ever wondered what you were eating in that hamburger you purchased at the drive-through? After interning with UPIC's Food Systems Project Team, Abigail Keaveney has learned how food in the fast-food industry is more harmful than most people think. Keaveney, who is a current senior animal and veterinarian science major and business minor, worked as an intern with Feed & Seed in Greenville, S.C., which sells produce and other foods. She says her UPIC internship with Feed & Seed taught her a great amount of information on healthy diets. Feed & Seed is a company that hopes to make local food more available for the Upstate by providing a food hub. This food hub will take place in a central location and will include a brewery, bakery and café that are all supported by fresh foods. Another goal of Feed & Seed is to contract farmers with chain stores such as BI-LO®, which will allow a more consumers the convenience of shopping at large chain stores, and yet still purchase healthy foods.

"It's important to know that not every selection of produce is going to look perfect," Keaveney says. For example, fruits and vegetables without bruises or discolorations are probably sprayed with several chemicals. "The fruits and vegetables with slight bruises and other

imperfections are likely to be grown by local farmers," Keaveney says, meaning they aren't sprayed with chemicals and are therefore, a healthier selection to buy.

The City of Clemson also offers a weekly farmer's market, located at 578 Issaqueena Trail on Fridays from 3–6 p.m., for consumers to purchase healthy and local foods. Even though in the past few years fast-food industries have grown more and more, consumers are becoming more conscious of the foods they ingest. As a result, individuals are beginning to seek a much healthier diet.

On top of all of the projects to improve diets, Keaveney mentions a new meats lab is in the planning for Clemson University's campus. "I love my classes in the meat labs. I want to change the campus for the better by refocusing its goals on agriculture," Keaveney shares. One of the projects Keaveney worked on during her UPIC internship involved creating floor plans for this potential new meat lab to update the current facility on campus with modern equipment and more space. Ideally, the new meat lab will contain classrooms, offices and a fully functioning slaughter floor.



Learning more about vegetables, fruits, starches and meats, Keaveney feels as if she participated in a lot of diverse projects while interning with UPIC and Feed & Seed. There were days when she had the opportunity to get out in the field and talk with farmers and observe their land. Keaveney says she worked in the office, attending formal meetings with funders for the project and filling out paper work, but also had experiences visiting various sites for the planning of the new meat lab. "I feel honored to have had this

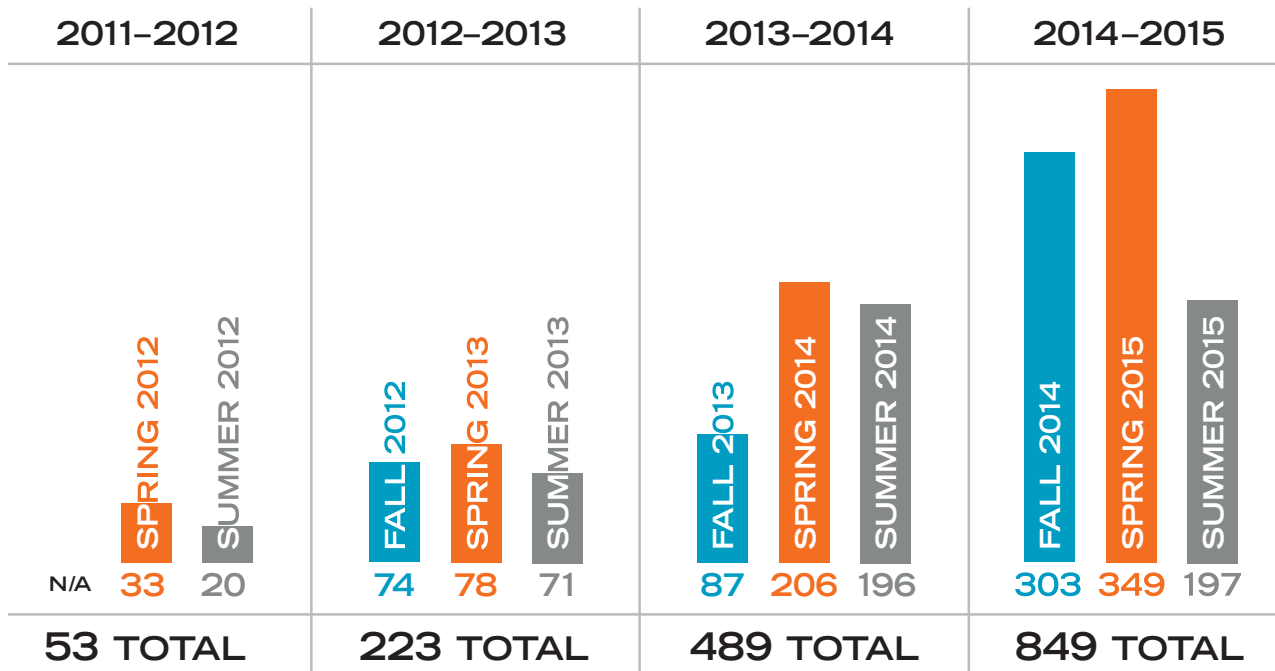
internship with UPIC. It was a great experience, and I am thankful for the people I got to work with and meet. I wouldn't trade this experience for the world," Keaveney says. Keaveney has goals to work with the United States Department of Agriculture (USDA), public safety or food systems. She wants to focus on making the world a better place by helping others learn more about healthier foods. ▽

Learning more about vegetables, fruits, starches and meats, Keaveney feels as if she participated in a lot of diverse projects while interning with UPIC and Feed & Seed.

UPIC PROGRAM REPORT

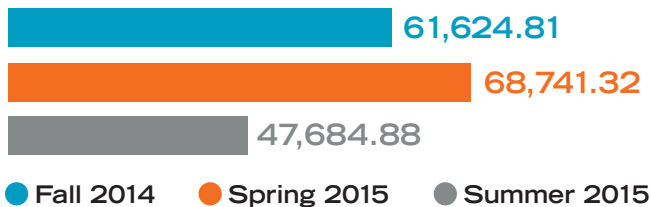
FALL 2014 THROUGH SUMMER 2015

TOTAL UPIC EXPERIENCES

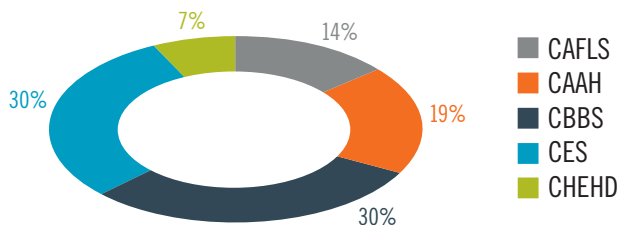


(with a 74% increase in student enrollment from 2013-14 to 2014-15)

TOTAL HOURS WORKED



UPIC INTERN BY COLLEGE



100%

of UPIC interns were able to explain the significance of their internship experience in relation to their future career goals (as defined by identifying a list of specific companies or professions in which they were interested in pursuing).

92%

of UPIC interns rated the overall quality of their internship as "Good" or "Excellent," in relation to connecting and applying their classroom knowledge with real-world experience.

"Working as a PCS intern for Healthy Campus has allowed me to be able to identify problems, theorize solutions, discussed potential solutions with a group of highly intelligent professionals, and implement the best course of action. In addition, I now know a little more about how critical thinking is being taught in CU 2010. I was able to see both ends of critical thinking in a learning environment from a student perspective and a teaching prospective."

– Erin Hughes, 2nd Rotation Intern

676

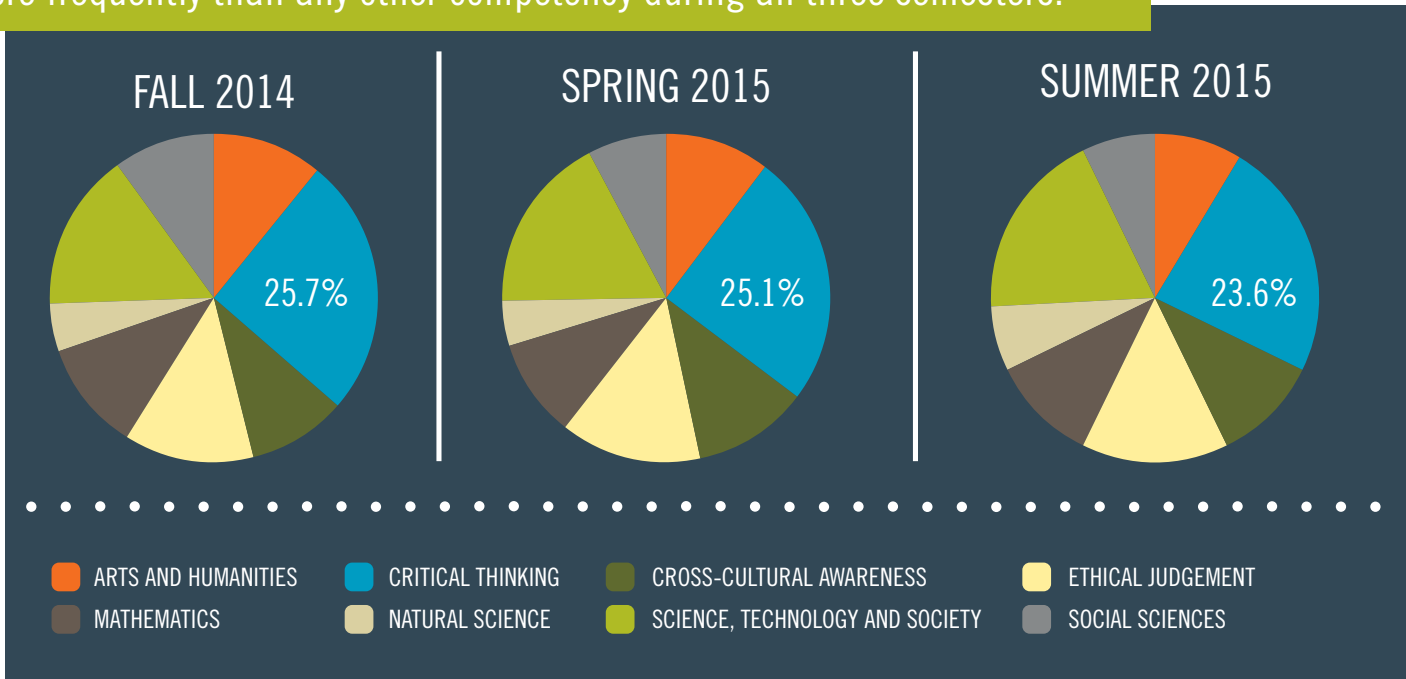
site visits were conducted by UPIC staff.

COMPETENCIES

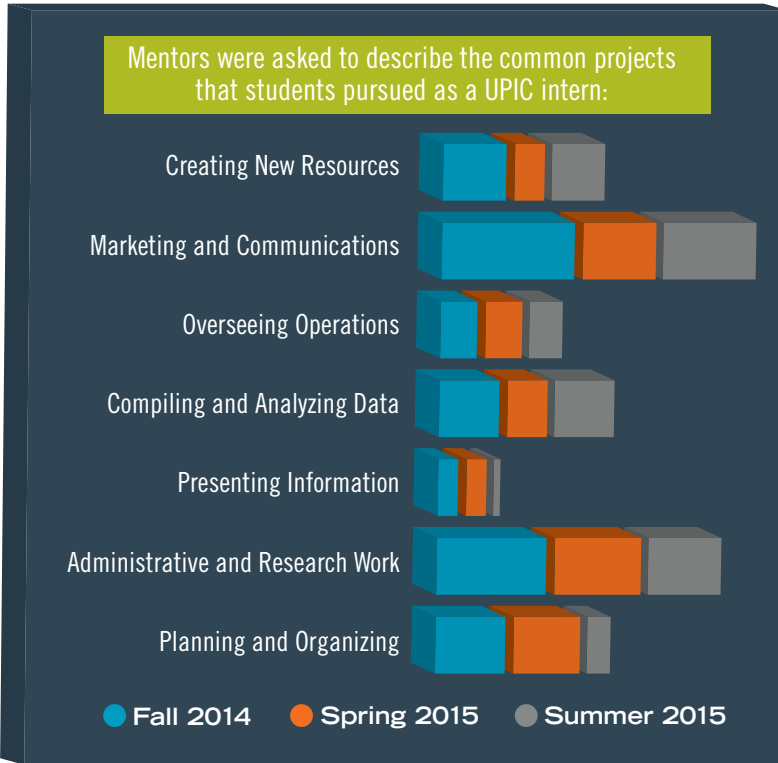
Intern Quotes: CRITICAL THINKING



Fall 2014, Spring 2015 and Summer 2015 interns cited “Critical Thinking” more frequently than any other competency during all three semesters.



COMMON PROJECTS
Mentor Quotes: CRITICAL THINKING



of 676 respondents 100%

of Fall 2014, Spring 2015 and Summer 2015 Interns were able to describe Critical Thinking and Ethical Judgment as transferable skills and attributes gained from their internship experiences.

92%

of Fall 2014, Spring 2015 and Summer 2015 UPIC Mentors rated how their intern performed during the internship term as “good or outstanding” in regards to: Skill – Ability to think critically and analytically.

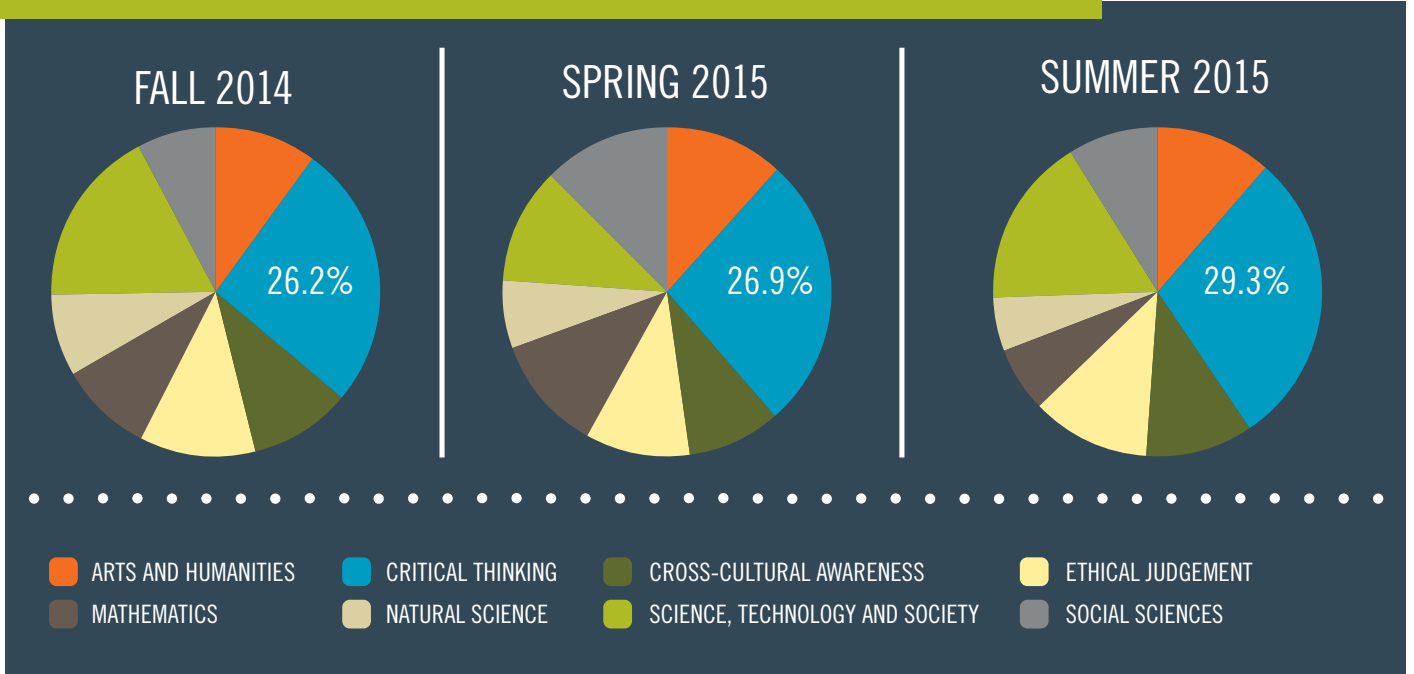
COMPETENCIES

Mentor Quotes: CRITICAL THINKING

Mentors described instances when interns employed specific competencies in their workplace. Short answers were coded for explicit references to eight of Clemson University's core competencies: Critical Thinking; Ethical Judgment; Cross-cultural Awareness; Arts and Humanities; Natural Science; Science, Technology and Society; Social Sciences and Mathematics.

From Spring 2015 to Summer 2015 Semesters, intern competency grew in Science, Technology and Society (+4%).

Mentors referenced "Critical Thinking" more frequently than any other competency when describing student ability all three semesters.



"This is a skill that I will undoubtedly be able to take with me in any profession."
– Fall 2014 UPIC Intern

STUDENT INITIATIVE TOWARD COMPLETING TASKS INDEPENDENTLY

92%
of interns exhibited
“good”
or
“outstanding”
initiative across all
three terms.

“Thank you for the opportunity to work with such great students”
— Fall 2014 UPIC Mentor

“This has offered an eye opening experience for my interns to see how things work behind the scenes and see the efforts/diligent work it takes to persist in a big system”
— Spring 2015 UPIC Mentor

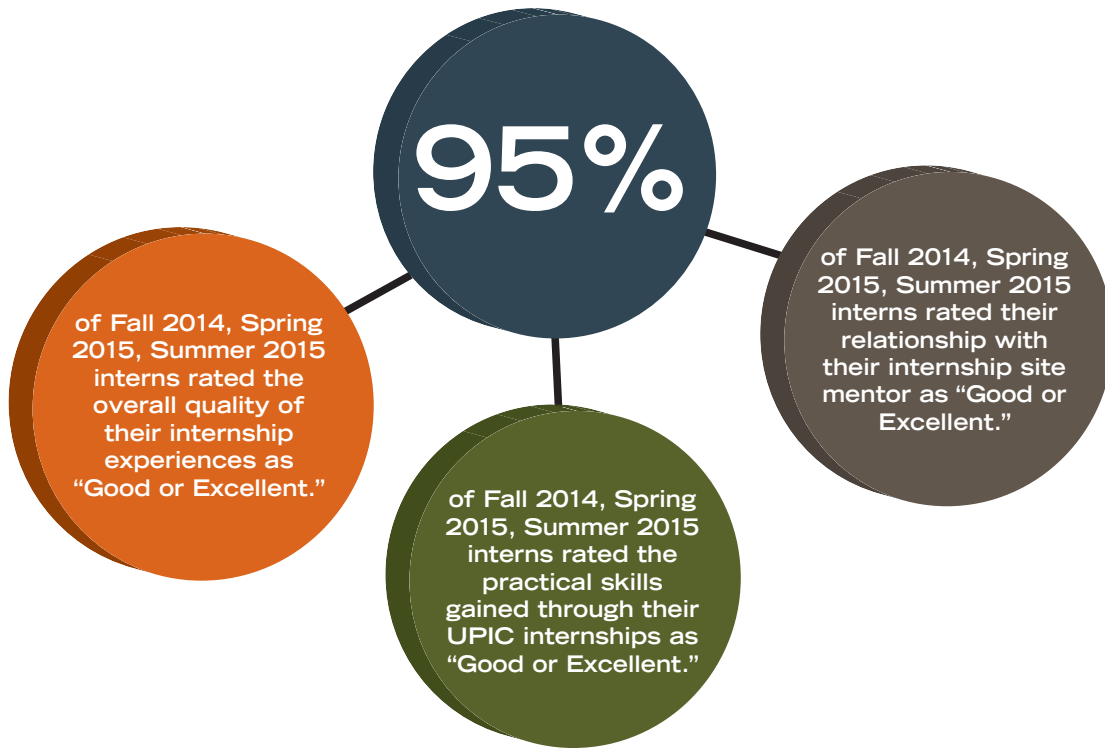
MENTOR RETENTION

The vast majority of Fall 2014, Spring 2015 and Summer 2015 mentors had worked previously with UPIC interns. Only one percent of mentors were new to the UPIC program. The majority of mentors had worked with UPIC interns for two or more semesters.



91% of Fall 2014, Spring 2015 and Summer 2015 UPIC Mentors rated how their intern performed during the internship term in regards to the degree of responsibility the intern was able to handle as “good or outstanding”.

OTHER STATISTICS WORTH MENTIONING



More than 92% of Fall 2014, Spring 2015 and Summer 2015 interns rated the level of support received from other faculty and staff (non-UPIC mentors) as "GOOD or EXCELLENT."

Fall 2014, Spring 2015 and Summer 2015 UPIC Mentors	
▶ 95%	rated the student intern's overall performance during this internship term as "Good or Outstanding."
▶ 94%	rated how their intern performed during the internship term in regards to ability to grasp new knowledge/concepts/situation as "Good or Outstanding."
▶ 96%	rated how their intern performed during the internship term in regards to understanding of professional and ethical responsibility as "Good or Outstanding."
▶ 94%	rated how their intern performed during the internship term in regards to degree of enthusiasm, interest and engagement in internship placement as "Good or Outstanding."

100% of Fall 2014, Spring 2015 and Summer 2015 intern survey respondents described major projects they undertook throughout the semester.

CLEMSON

Center for CAREER AND
PROFESSIONAL DEVELOPMENT

Suite 316, Hendrix Student Center
Clemson, South Carolina 29634-4007


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