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Subject: Recruiting @ Carleton College: November 2021
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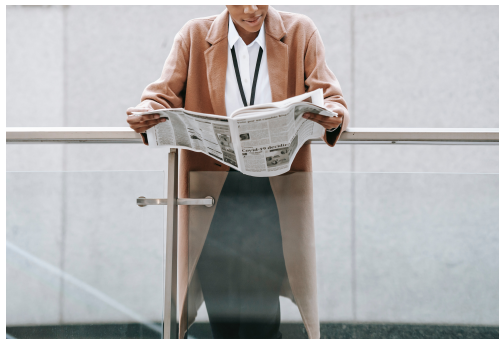


Recruiting @ Carleton

Greetings from Northfield, Minnesota!

Recruiting @ Carleton is a monthly newsletter sent by the Carleton College Career Center to all of our alumni, employer partners, and friends. Each month, we feature Career Center updates, plus features on our students, campus, and employers.

Have you had a great experience working with one of our students or graduates? We would love to hear about it! Email [Jamila Siddiqui](mailto:Jamila.Siddiqui@carleton.edu), Carleton's program director for employer relations, with your stories.



What would you like to see in this newsletter?

Please take a moment to share your thoughts with us in [this survey!](#)

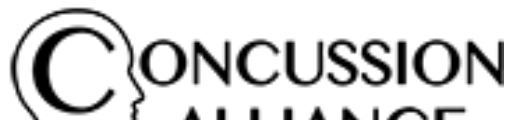


Benefits of a Good Internship Experience: Logan Knutson '22

Current senior, [Logan Knutson '22](#), recently shared with the Carleton Career Center some of the benefits he received from his internship this past summer:

"Interning at [Keller Law Offices](#) (KLO) was a phenomenal and comprehensive introduction to work as a paralegal. **Max Keller '90** immediately treated me as a valuable asset to the office. He issued me office keys and my own desk, demonstrated an openness to training me throughout the experience, and provided numerous opportunities for me to contribute extensively to the organization." Logan often conducted advanced work under Max's supervision, including "writing appellate briefs, conducting legal research and analysis, and communicating directly with clients."

What a fantastic opportunity this was for Logan to not only experience the world of criminal law, but also to contribute back to his host organization. The benefits of this internship are ongoing. Logan received an offer for future employment with KLO! Congratulations Logan! Thank you, Keller Law Offices, for your support of our Carls and thank you, **Michael Wiebolt '08**, for your generous endowed internship fund that supported the success of this internship experience.





Developing Internship & Externship Programs: Conor Gormally '21

As both an alumnus and multi-year host for externs and interns, [Conor Gormally '21](#), Co-Founder, Co-Executive Director, and Internship Program Director at [Concussion Alliance](#), has a wealth of advice to share with those interested in developing externships and internships in their organizations. We are lucky he reached out with his story:

"Concussion Alliance's [Education and Advocacy Internship Program](#) started as a classic Carleton student conundrum: 'what am I going to do with all this time during Winter Break?' I was a Junior in fall term 2018, and my chronic post-concussion symptoms had prevented me from considering an externship. In a memorable Carleton Career Center coaching appointment, Keri Asp told me about Carleton's new 'design your own externship' option and said she'd help me create a Concussion Alliance externship. I recruited three friends interested in medicine, education, and public health, and our first externship was born!

"In the Spring of 2020, my co-founder [Malayka Gormally](#) came to me with a pitch to run a more involved, full-length program in the summer. She'd read an article about how undergraduates were losing internships due to the coronavirus pandemic and wanted to help.

"We decided to restructure our programming for the inaugural summer internship in 2020. The core of our programming focuses on four pillars of interns' experience: education, professional development, building community within the cohorts, and developing new resources that

meaningfully impact concussion patients and their advocates. As brain injuries are a hidden public health epidemic (~69 million occur annually worldwide and most are concussions), it was important to us to provide a strong educational component. This education serves to help the students feel comfortable navigating the field and talking to professionals, contextualizes the importance of our work and the contributions they'll make during the program, and often motivates them to become advocates in their peer and community groups. For instance, 2020 December extern Miriam was the safety officer for Carleton's women's club lacrosse team and talked in her exit interview about ensuring that her teammates' future concussions were correctly handled, both medically and socially.

"Interns gain exposure to potential life and career paths through our Expert Guest Speaker series and the professionals who volunteer their time to mentor for specific projects. We curate the speaker series to showcase how a single issue (concussions) needs to be addressed with a multifaceted and interdisciplinary approach involving many different careers and skillsets. We bring home the necessity of this well-rounded approach through the interns' projects. All interns synopsise recent concussion news and research for our [Concussion Update Newsletter](#) and work, alone or partnered, to update or create a significant resource for our website. By now, most of the resources on [ConcussionAlliance.org](#) that I'm proudest of are intern-built.

"What's equally exciting is that many interns find a passion through the work as well. Summer 2021 intern [Alyssa Schaechinger](#) from Clarkson University was unsure of what she wanted to do after graduation. Through writing for the newsletter and co-creating a page on acupuncture with mentorship from a Carleton alum, she discovered a passion for science and technical writing and now plans to pursue a graduate degree. Summer 2020 Carleton intern [Elena Morales-Grahl '23](#) furthered her love for neuroscience in co-creating our page '[What Happens to Your Brain When You Get a Concussion](#)' with help from Advisory Board mentor [Dr. Elizabeth Sandel](#). Elena went on to take more neuroscience at Carleton the following year. Malayka and I have found that building a strong sense of community in these cohorts is critical to the program's success from both organizational and intern perspectives. Our structure includes regular cohort video meetings: 2 cohort check-ins/project standups, a discussion, 1-2 guest speakers, and a social hour each week. This framework, combined with our philosophy of ensuring that there is always time to engage with interns on a personal level in cohort and 1:1 meetings, has made all the difference. With the right environment, our interns are buying in, enjoying their experience, continuing to volunteer after their internship, and becoming spokespeople for Concussion Alliance."

Many thanks to the Elizabeth and George Frost Internship Fund for supporting Elena's internship experience with Concussion Alliance!



Recruit With Us

There are many ways to build relationships with Carleton students and we are eager to [support](#) your efforts. We can work with you to post opportunities (on [Handshake](#)), schedule interviews, and host information sessions. We will also help you connect with students, including hosting informal office hours, panel discussions, and skill-based workshops. [Reach out](#) to discuss and schedule recruiting activities customized to your organization's needs and interests.

Carleton has worked hard to ensure all students have access to meaningful experiential learning opportunities. As such, students have access to significant **internship funding** to support their summer