



HACU

NATIONAL INTERNSHIP PROGRAM

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O F C O L L E G E S &
U N I V E R S I T I E S

Intern Newsletter

HACU National Internship Program | Fall 2014



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From the Director

Dear Interns,

As we approach the end of the fall 2014 internship session, I would like to thank you for another successful session. It is your drive, creativity, and perseverance that you apply to your various tasks and projects that allow this program to continue opening doors of opportunity for more students.

The close of 2014 marks our 22nd year that HNIP has been advocating for career development opportunities for students coming from HACU-member institutions and from across the country. We understand the impact that a ten-week or fifteen-week experience can have on a student's job prospects and ultimately in his or her academic and professional career. As we look ahead to 2015, we are looking to expand our current partnerships and to establish new working relationships with more federal agencies.

In total, we had 84 federal government interns this fall working in 11 different federal agencies. Combined with our spring and summer sessions and our Corporate HNIP efforts from our San Antonio headquarters, we were able to place 427 interns. The GPA average for the year was 3.44. Institutions from Puerto Rico sent the largest number of students, but California and Texas were a close second and third respectively.

More importantly, we have heard from a number of interns that upon finishing their internship that they were transitioned to various academic fellowships, Pathways positions, full-time employment with government contractors, or given the option to return for another HACU internship. We are excited to hear this news and those testimonials give us even more impetus to extend our recruitment efforts and to create more internship opportunities.

Please take a moment to read this session's intern newsletter. We have stories from fellow interns, pictures from our intern meetings, tours, and other special events, and announcements for upcoming HNIP and HACU events.

Thanks again for all your hard work. I wish you the best of luck in your academic and professional careers. Don't forget to connect with the HACU Alumni Association.

Jonathan Santeliz
HNIP Executive Director



Upcoming Events and Important Deadlines



- November 27** - Thanksgiving Holiday
- December 4** - Fall 2014 Farewell Reception
- December 5** - Regular Fall Session Ends
- December 19** - Second Fall Session Ends
- January 15** - Spring 2015 Session Begins

Thank you to our federal partners:

Court Services and Offender Supervision Agency - CSOSA

Pretrial Services Agency

Library of Congress - LOC

Congressional Research Service - CRS

Copyright Office

Office of Strategic Initiatives

National Credit Union Administration - NCUA

U.S. Department of Agriculture - USDA

Agricultural Marketing Service - AMS

Agricultural Research Service - ARS

Farm Service Agency - FSA

Food and Nutrition Service - FNS

Food Safety and Inspection Service - FSIS

Foreign Agriculture Services - FAS

Forest Service - FS

Hispanic-Serving Institutions National Program - HSINP

Rural Development - RD

U.S. Department of Commerce - DOC

U.S. Census Bureau

U.S. Department of Health and Human Services - DHHS

Centers for Disease Control - CDC

National Institutes of Health - NIH

Clinical Center - CC

National Heart Lung and Blood Institute - NHLBI

National Institute on Drug Abuse - NIDA

U.S. Department of the Interior - DOI

Bureau of Reclamation - BOR - DOI

U.S. Department of the Treasury - DOTr

Departmental Offices - DO

U.S. Mint

U.S. Department of Transportation - DOT

Federal Aviation Administration - FAA



U.S. Department of Veterans Affairs - VA

Veterans Administration Central Office - VACO

Office of Public Health - VHA-VACO

VA Learning University - VALU

U.S. Environmental Protection Agency - EPA

Office of Chemical Safety and Pollution Prevention - OCSP - EPA

Office of Small Business Programs (OSBP)

U.S. Office of Personnel Management - OPM



Snapshot of HACU Fall Interns

This year's Fall 2014 cohort of HACU interns includes 84 federal interns of which 52 are serving in the Washington, D.C. area and 32 are located throughout the U.S. Our federal interns represent 53 postsecondary institutions in the U.S. and come from 18 U.S. states and territories. Here are some other quick stats on our interns.

student classification

Undergraduate:

- Freshman - 3
- Sophomore - 7
- Junior - 13
- Senior - 31

Graduate:

- Master's - 24
- PhD - 5

internship locations

Alabama	1	New Mexico	1
California	7	North Carolina	1
Colorado	7	Puerto Rico	1
District of Columbia	38	Texas	5
Georgia	2	Virginia	3
Illinois	4	Washington	3
Maryland	11		

Below: Intern Linette Elias Quiñones gives a presentation on her internship with the National Institutes of Health at the first HNIP Intern Meeting.

race & ethnicity

African American/Black	5%
Asian and Pacific Islander	4%
Caucasian	8%
Hispanic	79%
Declined to State	3%

gender

Female	56%
Male	44%



Countless Great Opportunities

Sheila A. Vergés-Osuna, Industrial and Organizational Psychology at Capella University

US Office of Personnel Management

Washington, D.C.

As I reflect upon the past weeks at OPM, I realize how this opportunity has changed my life and career. As a human resources professional and doctoral student in Industrial and Organizational Psychology, choosing to accept an internship instead of aspiring for a high-paying job in the private sector was a risk and a difficult decision. However, as time goes by I realize that I made the right choice. Working for the government in a prestigious agency, such as OPM, has changed my views about work and my career goals. I feel I have grown as a professional as I am being challenged with projects that go beyond my current knowledge. It is great to be surrounded by a group of intelligent and creative individuals. Additionally, I feel I am developing a true passion for public service.

I have been working on a project designed to change the organizational culture throughout the agency to one that is more customer service oriented. Change management is always a difficult process that entails many steps at different levels of the organization. As part of this process, I have had the opportunity to work in testing a pilot training program that will be rolled out throughout the entire agency along with a strategic plan. I was actively involved in the utility testing process and had the opportunity to take the training and provide feedback for improvement. Furthermore, I have been involved in other projects where I have been able to apply and expand my knowledge in Human Resources Management, such as succession planning and the organization of a virtual conference for Federal Agencies.

Another aspect of the internship that has been very fulfilling is my participation with group *Adelante*. *Adelante's*

mission at OPM is to assist in enhancing the representation and advancement of Hispanic/Latino employees across all levels of the organization. I was actively involved in the organization of activities for the Hispanic Heritage Month, which included *Tertulias*, an interview with OPM's director, and a concert by the Children's Spanish Chorus of Arlington, among others. It was an honor to be part of these activities since they gave us the opportunity to share our culture and traditions with our coworkers. I am looking forward to my next challenges and to continue my career with the Federal Government. I would like to thank HACU for the opportunity to be part of their internship program; it has taken my career to the next level, and I will always be grateful for that.



Sheila with OPM Director Archuleta and Yasmina Rosa from the EEO Office

Finding the Path to My Future

Gabriel Medin, Business Administration at University of Puerto Rico, Rio Piedras

US Census Bureau

Washington, D.C.

On January 4, 2011, the Government Performance and Results Modernization Act (GPRA-MA) was enacted. With its emphasis on strategic management, performance improvement and information transparency, it is the basis for the U.S. Census Bureau's Associate Directorate for Performance Improvement (ADPI). Given the recency of this legislation, ADPI is a department that is still in its infancy. However, since starting to intern for ADPI, through the HACU program, I have ascertained how interconnected and essential this department already is within the Census Bureau. Comprised of a relatively small, but truly industrious group, ADPI spearheads and supports an array of initiatives relating to Census Bureau-wide performance and outcome tracking;

cross-department and cross-agency collaboration, coordination and integration; and multiple other Census Bureau and Department of Commerce efficiency and innovation goals. As a neophyte to ADPI's processes and initiatives, I feared it would be overwhelming assimilating the troves of data describing the various function and inner-workings of the Bureau. As it turns out, I have been able to make sense

of considerable information from diverse areas.

Some assignments I have been working on include (1) updating the Department's Dashboard (a document which displays and summarizes the results of the Census Bureau's internal performance measurements); (2) supporting the redesign of performance tracking templates for the new fiscal year; (3) collaborating with my direct supervisor in crafting a high-level inventory of performance data reports; (4) aiding ADPI and the Human Resources Division with a recruiting initiative aiming to help the Census Bureau fill its current vacancies; and (5) developing an informational booklet describing the Bureau's performance management and measurement frameworks. In addition to the previous enumeration and performing other tasks as required, I am also indirectly involved in a variety of smaller, ad hoc projects that have made this internship a challenging, exciting and rewarding experience.

As a concluding thought, I want to express that I could not have asked for a better introduction to the working milieu. Thanks to the HACU program and the first-class team of supervisors and coworkers at the U.S. Census Bureau, I have grown immeasurably both in professional and personal facets of my life. I can firmly state that I have met some of my goals, explored a variety of opportunities, and feel very encouraged to face whatever the future entails.



Fall 2014 HACU Events at a glance!



OPM Presenter, Octavio Santiago, at the 1st Intern Meeting (above) Intern Q&A (below)

Above: Interns at the Library of Congress Tour

Below: Second intern cohort at the Fall 2014 HNIP Orientation



Department of State and OPM present at the first HNIP Intern Meeting (bottom left). Interns inquire about the programs and opportunities for undergraduate and graduate students (right)



Creating a Positive Impact

Karen Romero, International Relations and Affairs at American University

Prior to joining the Library of Congress in the Educational Outreach department, I was unsure how closely my internship would tie in with my past experience and future goals; however, I knew that I would regret passing up this opportunity. Over the last two months I have come to understand how valuable this experience is and how many opportunities are made available to interns, if they seek them out and are open to new experiences. I have joined a team that is very inclusive and supportive of my role at the Library, as well as of my professional goals. I have gotten the opportunity to learn a different skillset and expand my knowledge. In our work environment, we are made to feel like colleagues rather than interns.

During my time at the Library of Congress I hope to utilize my personal and academic knowledge and incorporate my interests, hence, I'm not only learning from my internship, but also contributing to it and thereby leaving behind something lasting. I proposed doing research on human rights and adapting it for use by our team and teachers nationwide. My supervisor and team supported this proposal and suggested that the information be used on our blog: loc.gov/teachers. As I have been working on this project, I had the opportunity to access and utilize remarkable resources within the Library such as: the Prints and Photographs division, staff members, and Law Division. My favorite part of this project has been studying in the reading rooms, primarily the main reading room, while researching my topic.

Additionally, I have had the opportunity to analyze and report on the program data, assist with outreach events (including the National Book Festival), work with the Civil

Rights Act of 1964 Exhibit, and help update videos using subject experts from the Library. Overall, my experience has been fulfilling and I have had the opportunity to meet many wonderful colleagues and interns. Although there were other opportunities available, I am confident that I made the right choice by joining the Library of Congress and feel very fortunate and grateful for the experience I had thus far. I am very much looking forward to utilizing skills that I have gained throughout my internship in my career and using my reading card for years to come—because having fun isn't hard if you have a library card.



Library of Congress

Washington, D.C.

A Magical Opportunity in D.C.

Rigoberto Chavez, Political Science and Government at UC Berkeley

This fall, I've had the terrific opportunity of interning at the Office of Personnel Management, specifically, within the Office of Diversity and Inclusion here in Washington D.C. Upon my first day of work, I was immediately exposed to a vast array of information in regards to how the office conducts its daily operations and was welcomed with open arms by everyone on board. As the name suggests, the office's primary objective is to provide Federal agencies with "concrete strategies and best practices to recruit, hire, include, develop, retain, engage and motivate a diverse, results-oriented, high-performing workforce". The degree of passion, dedication, and professionalism that my co-workers bring in on a regular basis is rather contagious and it motivates me to imitate their behavior.

At work, I consider that I'm granted the perfect balance between formal orders to execute a project while simultaneously being delegated relative autonomy as to what direction I take. By



US Office of Personnel Management

Washington, D.C.

working with a team of talented people, I've been exposed to various areas including policy and data analysis as well as training development. One of the highlights of my experience thus far has been participating in an informal talk with Director Archuleta as part of Hispanic Heritage Month. I sincerely appreciated her genuine nature in opening up and discussing features of her personal life and was inspired by the fact that she is the first Latina to head this federal agency.

All in all, in spite of being enrolled in academic courses, preparing for law school, and working in full capacity, I've thoroughly enjoyed my time in D.C. to date and really look forward to the rest of my time here. An internship with OPM has instilled in me the possibility of developing a career with the federal government; a path that I had previously overlooked. Naturally, I am also thankful to HACU for connecting me with this opportunity and conducting periodic workshops that further enrich my internship experience and professional development.

Fall 2014 HACU Events at a glance!



Above: OPM Hispanic Heritage Month Panelists and Organizers with Director Archuleta including HACU OPM Interns Rigoberto Chavez and Sheila Vergés-Osuna



Above: Peace Corps and AmeriCorps Panelists and intern (right) at the second HNIP Intern Meeting talk about their programs, personal experiences and post-service benefits such as: non-competitive eligibility for federal government employment and graduate school fellowship opportunities.

Interns Out & About



Top: Interns at the White House tour
Above and Left: Interns at the National
Public Radio studios.



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Top: Interns at the Capitol
Above: Library of Congress Tour
Right: Interns at the John F. Kennedy Center for the Performing Arts



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**Stay Involved! Volunteer as an
HNIP Alumni Ambassador. Attend HACU events.
Sign up today!**

Easy Ways to Be an Involved Alumna/us:

- “Like” the HAA on Facebook for updates
- Join the “hacu_alumni” Yahoo Group to receive e-mail listserv messages
- E-mail hnip@hacu.net to become an HNIP Ambassador in your community

Did you know many students first learn about HNIP from an alumnus? Now you can help spread the word to prospective interns by serving as an HNIP Alumni Ambassador on your campus, in your student organization, or within any of your personal networks.

E-mail our team at hnip@hacu.net with the subject line “HNIP Alumni Ambassador.” We will send you more information to help you get started!



Upcoming HACU Events:

11th International Conference
February 25-27, 2015
Guadalajara, Jalisco, Mexico

20th Annual National Capitol Forum on Hispanic Higher Education
March 23-24, 2015
Washington Marriott at Metro Center
Washington, DC

29th Annual Conference
October 10-12, 2015
Fontainebleau Miami Beach
Miami Beach, FL

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