



October 30, 2024

This report will present our 1stGenYale Summer Bulldogs student internship program for 2024, now in its 5th year. Since 2020, we have solicited and matched internships with 294 Yale students who were awarded over \$1.12 million in student funding through the Yale Office of Career Strategy (OCS) Summer Experience Award (SEA) and the Yale Office of Fellowships and Funding (OFF). Some organizations were able to pay their student interns. All student funding totaled \$1.2 million from 2020 to 2024.

2024 Summer:

This year, 69 students interned with 46 projects for 43 hosts located in the U.S., Bangladesh, and France. The hosts included Yale faculty, Yale alumni, nonprofits, for-profits, and government organizations. The interns worked in labs, clinics, offices, classrooms, at conferences, and remotely from home. Altogether, our interns were awarded \$333,531 in SEA and additional funding from other Yale offices, and almost \$24,000 in paid internships. For 2024, 84% of the interns are first-generation and 96% come from low-income backgrounds (FGLI).

I had such a wonderful experience working in such a supportive and collaborative lab environment. With this being my first research experience, I wasn't sure what to expect but I found myself in a space where I was able to unabashedly explore my interests. I even got the opportunity to attend a conference with the lab where I heard from many amazing speakers that affirmed my desire to enter the field of microbiology and public health. I am very grateful to have become such good friends with one of my mentors.

— Beta Lomeda '26

The hiring process consisted of two rounds to reduce administrative workload on our 2-person volunteer staff. In the first round, students applied to two positions of their own choosing, and 1stGenYale coordinated the interview phase. In the second round, hosts chose candidates from a pool of available interns, and the hosts coordinated their own interviews. All interviews were conducted virtually by the hosts. Hiring offers and acceptances were made through 1stGenYale allowing us to maintain contact and build lasting relationships with hosts and students.

1stGenYale is doing an incredibly important work of connecting students from underprivileged backgrounds to opportunities which they could use for future growth and career exploration. For that, I want to thank them!

— Andrey Sokolov '27

This is the third year that we've participated in the Summer Bulldogs internship program. We've had incredible interns every year, and this year was no exception. The interns always surprise me with their thoughtfulness, eagerness to learn, hard

work, and professionalism. They quickly become an important part of our team. It's clear that the Summer Bulldog interns have bright futures and successful careers ahead of them.

*— Nabil Tueme, PhD, Senior Research Associate,
Springtide Research Institute.*

Background:

Since we started 1stGenYale Summer Bulldogs, we have provided 294 Yale College students with internships funded by \$1,120,545 in OCS SEA and funding from the Office of Fellowships & Funding. Overall, Summer Bulldogs have completed 308 internships over five years.

I appreciated that these mentors made the conscious decision to have a posting through Bulldogs, geared towards FGLI students.

— Intern '26

Operating from December to May each year, this internship program has become an important part of the Yale experience for FGLI students by providing internships with Yale faculty, nonprofits, and for-profit businesses. Unfortunately, given the growth and complexities of running this service, it is no longer sustainable by alumni volunteers.

For five years, two alumni volunteers have run this program at no cost to Yale, with no staff support, or a physical presence on campus. Two alumni work full time from January through April each year seeking internship projects from Yale faculty and nonprofits, recruiting students, managing interviews, issuing offer letters, and fielding questions from project hosts and students. Due to the volume of information, we customize a paid applicant tracking software system (Breezy) to manage the program, collect data, and evaluate results.

Successful Results:

Essentially, we are the hiring back-office for faculty and other nonprofit hosts to find talented, FGLI Yale College students (and a small number of G&P students).

The 2020-2024 results demonstrate proof of concept:

- 894 Yale student applications (190 in 2024)
- 416 internship projects (107 in 2024)
- Yale Schools represent:
 - o 37% [114/308] of all hired interns
 - o 34% [77/225] of all filled projects
 - o 34% [66/195] of all matched hosts
- Yale School of Public Health is 65% [31/48] of all faculty hosts, with many faculty hosting every year
- Funding for Summer Bulldogs Interns:
 - o 6.5% of all OCS SEA funding in 2024
 - o \$773,000 in total funding from OCS SEA, 2020-2024
 - o \$347,545 in non-SEA funding from OFF, 2021-2024
 - o \$1,120,545 in total funding from OCS SEA and OFF, 2020-2024
 - o Approximately \$79,260 in pay from hosts

As a result of the COVID-19 sudden outbreak in March 2020, internship opportunities disappeared for Yale College students, many of whom are FGLI. In response a month later, Yale alumni volunteers launched 1stGenYale Summer Bulldogs, which connected one Yale faculty member as a "host" to six Yale College students on financial aid and funded by the OCS SEA.

Benefits for Yale Students:

I like the idea of having a secured internship with related Yale faculty / alumni.

— Intern '24

- FGLI students can explore professional opportunities in diverse career fields where they have not been exposed by their families or communities. For 2023, 24% are first year and 45% are sophomore students, totaling 69% of all our interns, which gives them a leg up in their career exploration.
- Following their summer internships, students have increased confidence, a more directed perspective on course selection, and higher aspirational goals for possible future careers.
- Many internships have become "launching pads" for future career pursuits.

Benefits for Faculty, Employers, and Alumni:

Hosting a Yale Summer Bulldog intern has been a transformational experience for me professionally. Working with enthusiastic students, at a time when the workforce shortage is devastating our rural area, has renewed my enthusiasm for my work and offered our staff an opportunity to share, teach, learn and grow together. It's also rewarding to me to be able to give them exposure to a career in rural medicine-- whether it's a career they pursue or not.

— Anje Van Berckelaer MD, Hopper '95, Co-Executive Director,
Clinical Director, Battenkill Valley Health Center

- Prior to Summer Bulldogs in 2020, there was no apparent, systematic effort to reach G&P schools faculty to "hire" Yale College students with OSC SEA funding.
- Many Yale faculty and nonprofit professionals have continued employing these students well beyond their summer internship.
- 34% [77/225] of Summer Bulldogs internship projects are in or affiliated with Yale Schools - YSPH (26% [58/225]), YSM, YLS, YSOM, and YSArch.
- Alumni hire Yale students as interns and expand their engagement beyond reunions and club activities. Many alumni never knew they could hire them for summer internships!

Additional benefits are summarized in the Appendix.

Sincerely,

Lise Chapman '81 MBA, President

Barb Protacio '81, Vice President

Michael Watson '81, Vice President



Appendix

The 1stGenYale Summer Bulldogs program has been an incredible support for our first-generation/lower-income undergraduate students at Yale. The alumni volunteers have created a program that invites both students and internship hosts to see first-gen experience as a strength to be acknowledged and built upon. In finding an internship or research position built with first-gen students in mind, the students experience more empowerment to learn, ask questions, and make connections that can help them explore possible future careers and lay the groundwork for future internships and career-related experiences. The alumni at 1stGenYale also helps students feel supported at all stages of the internship process, from applying to negotiating expectations between intern and host, to supporting students in taking advantage of all the opportunities the experience provides. This program helps provide a strong on-ramp to the professional world beyond Yale.

— Karin Gosselink, Assistant Dean, Office of Educational Opportunity,
Yale College & Yale Poorvu Center for Teaching and Learning

Benefits to Yale:

The 1stGenYale Summer Bulldogs program has made a significant impact in securing opportunities for our first-generation, low-income students. I applaud the 1stGenYale Summer Bulldogs program for its unwavering commitment to expanding the horizons of our students. From the outset, I have been impressed by their dedication to fostering partnerships and securing diverse internship opportunities in nonprofit, government, and creative sectors. Their efforts have not only broadened the scope of possibilities for our students but have also opened doors to invaluable experiences that align with their passions and career aspirations.

— Robyn Acampora, Director of Strategic Initiatives & Public Service
Careers, Yale OCS

- Recognizes Yale as a leader incorporating the 1stGenYale Summer Bulldogs internship into its resources for FGLI students. This program is first of its kind as an alumni volunteer-led student internship program of any leading educational institutions, including the IVY+ group.
- Builds off its proven track record to continue to expand organically without Yale needing to create a *new* FGLI focused internship program given the increasing FGLI population and expanding need for career development support. Yale College Class of 2028 self-reported 21% as first-generation students.
- Promulgates Yale talent to more faculty, nonprofits, and for-profit organizations.
- Attracts more FGLI students to matriculate knowing there is an alumni-led or even better, Yale summer internship program with alumni support. 1stGenYale recently was in three separate programs (in-person, and two webinars for students and parents) for Undergraduate Admissions *Yale and You* in April 2024.
- Supports Yale's Diversity, Equity, and Inclusion with a tangible program in its Belonging mission.

- Provides a new way to connect alumni back to Yale by enabling them to "hire" Yale College students and provide funding for those in nonprofit organizations.

Benefits for Yale First-Generation Low-Income Students:

I'm immensely grateful to the Summer Bulldogs program for enabling me to conduct meaningful research with Dr. Kai Chen at the Yale School of Public Health while fully funded by the Summer Experience Award. The program introduced me to the world of research immediately after my first year as an undergraduate and gave me the opportunity to eventually publish a paper as first author! It presents an opportunity for First-Generation and Low-Income students to gain valuable skills and experience to ultimately empower them for the rest of their lives.

(Summer project: "Quantifying the Morality Burden of Extreme Events in the US".)

— Kevin Chan '24

- Supports FGLI students who do not have exposure to professions or professionals through their families or communities.
- Melds an academic liberal arts education with professional preparation through a vigorous summer internship program.
- Connects students to unique summer internships with faculty members, especially in the G&P schools, and nonprofits that would not have been posted otherwise.
- Provides early career experiences to students, which can help shape their aspirations and make them more competitive for future internships and especially, post-graduate education.
- Creates mentoring relationships with supervisors, ranging from faculty to nonprofit leaders. Many students have received offers of ongoing part-time employment with professors during the school year because of the quality of the work they performed during the summer.
- Establishes opportunity for early interview and internship experience with an acquired understanding of the process in preparation for when they seek full time employment.

Benefits for Faculty and Graduate & Professional Schools:

Our lab at the Yale School of Public Health has been fortunate to host students from the 1stGenYale Summer Bulldogs since 2021. The internship program has proven to be an incredibly rewarding experience for all in our lab and one that we now look forward to participating in each year. Each student that has joined us for their summer internship has brought enthusiasm and dedication with them, with each embracing every opportunity to learn and contribute, asking many insightful questions along the way.

Moreover, the diversity of backgrounds, educational experiences and career goals of the students has brought new perspectives and has fostered a collaborative spirit among all. It has been a pleasure to see the students, as well as the lab members mentoring them, grow and develop

professionally over the course of the program. Combined, their efforts have helped to drive forward our research on low-cost, saliva-based testing solutions and have contributed to public health messaging in communities across the US. I have no doubt that these talented individuals will go on to make significant contributions to their fields and beyond.

— Professor Anne Wyllie, Yale School of Public Health, (Summer Bulldogs host for four years, 2021-2024)

Additional Benefits:

- Establishes a process by which faculty, especially in the G&P schools, can consider undergraduate students for internship opportunities *with no immediate budgetary impact and ease of access to find qualified interns*. While some faculty members were skeptical at first about "hiring" undergraduates, the talent, drive, and preparation of Summer Bulldogs interns won them over!
- Access to a pool of talented students to assist them in their work during the summer and possibly during the school year.
- Serves as back office for faculty by posting internships, conducting outreach to students, scheduling interviews, answering questions on the SEA application, and assisting with other requirements.
- Valuing diverse perspectives of students from low-income backgrounds, several professors have adjusted their research work to incorporate direct personal experiences of living through poverty.
- Creates a pipeline of students to the G&P schools from increased exposure to faculty, staff, and the facilities, which often is not available to them.
- *I enthusiastically welcome and support this new initiative developed by Yale alumni volunteers who want to help Yale's first-generation low-income students succeed, and give them an opportunity to expand their horizons by working on research projects with Yale faculty. Watering the roots of the diversity tree appears to be the best long-term approach with promise of success in academic leadership. 1stGenYale is doing just that now, to get the flowers in due course. Thank you.*

— Shyam Sunder, James L. Frank Professor at the Yale School of Management and Professor in the Department of Economics

Yale Alumni Employers:

It has been a true honor and privilege to host fellow Yalies as part of the 1stGenYale Summer Bulldogs program. As a student who could not afford to take an unpaid internship, I distinctly remember the challenges associated with finding summer opportunities that provided not only worthwhile experiences for professional growth, but also provided the necessary resources to allow me to support myself on my academic journey. My organization has had the pleasure of hosting Summer Bulldog participants for multiple years and, unsurprisingly, they have been amazingly bright and talented students who contributed much during their brief tenure with the

organization. I'm extremely proud of Yale and fellow alumni who have worked to make this opportunity a reality for the next generation of students.

— Kimberly Jones DC '00, President, Council for Opportunity in Education

- Provides a concrete, and innovative way for alumni volunteers to interact directly with students, faculty members, and nonprofit professionals.
- Reconnects alumni with Yale by providing purposeful interaction through an innovative internship program.
- *I'm a second-generation college student who didn't ever feel like internships were for students like me, so I love the mission behind this program.*

— Kamilla Arku '05

Non-Alumni Employers:

The Campaign School at Yale was thrilled to be a sponsor of the Summer Bulldogs program. Our experience with our phenomenal intern, Nicole Chen '26, was exceptional. While this was our first year participating in the program, it will not be our last! We're excited at the prospect of working with stellar students of the Summer Bulldogs program in the future! Thank you!

— Patti Russo, Executive Director, TCSYale

- Connects nonprofit employers to highly talented Yale students, whom they were not aware of before.
- Creates synergy between OCS SEA, nonprofit employers, and low-income students who cannot afford to work "unpaid" at these social good organizations.
- Engages students in highly impactful work, inspiring supervisors to become informal advisors and mentors to students.

Other Documents:

- Summary document of [all 2024 hosts and organizations](#)
- Invitation for Students — [SB24 Students Apply](#)
- Host Information Session Invitation — [SB24 Host Information Session](#)
- Summer Bulldogs 2024 [Photo Album](#)